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The Strax Affair

Étude des avantages sociaux, 1968 - 1969
Survey of Academic Fringe Benefits, 1968 - 1969

Teach — Or Get Lost

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THE CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

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TEACH — OR GET LOST *

J. Percy Smith

About a decade ago an academic joke was in circulation that went as follows : Two rabbis stood on the fringe of the crowd that listened to the Sermon on the Mount. As it ended, one turned to the other and said, "A wonderful teacher. But has he published anything ?"

There were of course many such gags, more or less rueful acknowledgements of the accepted slogan of the time : "Publish or perish." I am not fond of slogans, and I particularly dislike that one. It is no denigration of scholarship to say that universities have for too long been giving unthinking heed to the "publish or perish" perversion. As one notes what is going on in them in 1969 and reads what has been written about them in the past two or three years, by the Muscatine Committee at Berkeley, the Macpherson Committee at Toronto, the Prices and Incomes Board of the United Kingdom, and a hundred intermediary observers, one message comes through more clearly than any other. Although I mistrust slogans, I propose summing up that message in four words that may constitute a sufficiently succinct rejoinder to "Publish or perish": "Teach — or get lost."

Let me make three qualifications. First, although I have no doubt about the applicability of this new motto to the sciences, what I am going to say is concerned mainly with the humanities. I shall not try to define that word. I have been told by one in authority that the Science Council of Canada understands the word "science" to mean "scientia". If that evidence of an official revival of interest in the classics could possibly be taken to mean a swing away from the fashionable compartmentalization of knowledge, I should have been glad to hear it; it meant no such thing. Second, I shall be talking mainly about Canadian universities, because they are the only ones that I am reasonably familiar with. I do not admit that they are shoddy replicas of the universities of the United States, though it is often difficult to persuade either Canadians or Americans of this. Finally, I have not been in a classroom, and scarcely in a library, for five years, and what I have to say is based on discussion, observation, and debate over university problems in that

* This is a slightly revised version of a paper presented to the Humanities Association of Queen's University, Kingston, on February 26, 1969.

period, with faculty, students, and administrators on almost every campus in Canada.

* * *

My thesis is that the essential functions of universities include an element that tends to be forgotten or ignored, though it is supremely important if universities are to be places of education rather than training-schools; that the relation of the humanities to that element is one of special responsibility; that teaching is the principal means of their discharging that responsibility; and that teaching implies a wider range of concern than is commonly recognized.

It is almost forty years since Ortega y Gasset wrote, in *The Mission of the University :*

> Of what does this higher instruction consist, which is offered in the university to the vast legion of youth ? It consists of two things:
>
> (A) The teaching of the learned professions.
>
> (B) Scientific research and the preparation of future investigators.

He went on to comment, a little later :

> Compared with the medieval university, the contemporary university has developed the mere seed of professional instruction into an enormous activity; it has added the function of research; and it has abandoned almost entirely the teaching or transmission of culture.
>
> It is evident that the change has been pernicious.

Ortega was not, then, describing what he wanted to see, but what he did see; and he sounded a call for change, which was soon lost in the din of civil war. He was of course speaking of Europe, where an inherited elitism continued to exert profound influence. The effect of North American egalitarianism (by which I do not mean equality), technological change, and material prosperity has been to convince every American and Canadian middle-class taxpayer that every one of his children ought to be allowed to go to university for at least long enough to discover a respectable reason for leaving. The egalitarianism is coupled with greed, abetted by economists who keep reminding us that education is a splendidly profitable cash investment. The result of the operation of such forces, combined with those of population pres-

sure, we all know : Universities are simultaneously stirred to tumultuous strife by overcrowding and attacked for having admissions policies that limit enrolment. This ought not to surprise us; greed for gain inevitably implies unwillingness to pay taxes. The result, however, is that universities lose both effectiveness and sense of purpose. I was told recently, when I visited one of the more agonized campuses, that only one textbook was in regular use — Roberts' *Rules of Order*. The other day, when I reported that jocularly to a faculty member elsewhere, he gave me a solemn five-minute discourse on the inadequacies of Roberts !

There are various theories about the function of a university in our time, but I suppose that on one or two points we might tentatively agree : that a university must have as a central concern the imparting and extension of knowledge, and that it must be engaged in the pursuit of that elusive and perhaps illusory light that we call truth. Alfred North Whitehead held that the knowledge so dealt with must be useful :

> Pedants sneer at an education which is useful. But if education is not helpful, what is it ? Is it a talent, to be hidden away in a napkin ? Of course, education should be useful, whatever your aim in life.

This, however, seems to me to beg the question, how do we identify the useful ? Every age has its fashions in utility. It was extremely useful in the eleventh century to be able to comment appropriately on the word *filioque*; indeed, it might be vital. Its utility in our time must be marginal at best.

The current fashion runs to measuring utility in terms of buying and selling and the gross national product, other things being at best peripheral, though they may of course be made much of for purposes of advertising and so appear useful. For example : Some time ago there appeared in the *Saturday Evening Post* a full-page advertisement for a basically useful paper product. Five-sixths of the page was occupied by a glossy photograph of a common household article. Below it was this searching question, directed at the Age of Anxiety : "Have you ever given thought to the lowly little cardboard tube inside a roll of toilet tissue ?" Challenge calls for response, of course. Here is part of the text that followed :

> We at Zee do. In fact, we have several grown men who think about it constantly. And they take that little cardboard tube very

seriously indeed. ("Gentlemen, this tube is the backbone of our product.") . . . But if you think we check our tubes a lot, you should see what goes on with our tissue. We have an even larger group of grown men who think Zee, Zee, Zee 24 hours a day. . . . When all the Zee tissue thinkers and the Zee tube thinkers have finished their work, what results is one of the best darn rolls of toilet tissue anybody could ever want.

We had better ask whether grown men who think Zee, Zee, Zee 24 hours a day are doing anything that is not sub-human rather than useful, and go on to rude questions about the science that they must have studied before the Zee company employed them. Also, we had better ask about the man who wrote the advertisement. He had, I fear, majored in English, and had at all events learned, as an advertiser must, to tell lies slickly for profit. Was he also a graduate of an institution dedicated to the pursuit of truth and the dissemination of useful knowledge ?

We are all troubled by the unrest of students, their threats — sometimes turned into actions — of revolt, their denial of the ways of their elders. Had we not better consider whether catering to the needs of a society of tissue thinkers and tube thinkers is a proper function of a university ? The students seem not to want to be tissue thinkers and tube thinkers — and who can blame them ? Let me add at once that the unrest and the revolt are not confined to a small number who are "just troublemakers". The extreme activists may be relatively few, but they are simply the leading edge of what may well be a massive and turbulent storm. Andrew Kopkind has recently commented on events in California, especially at San Francisco State College, in an article that he called "America's Student Class War". We have got to recognize that it is the basic assumptions of North American plutocracy that are being challenged. If in Canada we are so foolish as to suppose that we are exempt from the problem, we had better awaken to the fact that in a country where 42.9% of university students come from families in the upper 17.8% of the total labour force, * the invitation to revolution is pressing.

It is a commonplace that the repugnance, the loneliness, the distress of students in our time are products of alienation. Alienation is no new

* i.e. from the proprietors, managers, and professionals. The figures are D.B.S. figures for 1961, the most recent available. The picture has doubtless changed somewhat since that date.

phenomenon. Herbert Marcuse, who has been examining its development and effects for several decades, points out that it was described at the very beginning of the industrial revolution, and quotes Schiller :

> . . . enjoyment is separated from labour, the means from the end, exertion from recompense. Eternally fettered only to a single little fragment of the whole, man fashions himself only as a fragment; ever hearing only the monotonous whirl of the wheel which he turns, he never develops the harmony of his being, and, instead of shaping the humanity that lies in his nature, he becomes a mere imprint of his occupation, his science.

No reader of Victorian prose — Carlyle, Ruskin, Arnold, Mills, Morris, — can fail to recognize the passionate, horrified preoccupation of those writers with that theme; nor is it difficult to trace its course down to this present hour of protests, sit-ins, confrontations, violent and otherwise.

We ought, if not to abandon our attempts to define the functions of a university in terms of knowledge, at least to go beyond it and to speak about life. The most pervasive concern of the university must be concern for the growth and nourishment of the life of the mind. It is folly to commit ourselves deeply to fact, because, as Matthew Arnold noted, fact constantly fails us. What is needed is commitment to life, and for a university that means commitment to *intellectual* life : its awakening, its sustenance, its enrichment. This implies no aridity : the life of the intellect involves not only analysis and theorizing, but judgment, sensitivity, imagination, and a continuing sense of the limitations of reason and the significance of the non-rational; it implies joy and laughter, for I take Shaw's view that all intellectual work is deeply comical.

We ought, too, to say rather less about the pursuit of truth and rather more about the search for wisdom. For how many restless students does Salinger's Franny speak ?

> "I don't think it would have all got me quite so down if just once in a while — just *once* in a while — there was at least some polite little *perfunctory* implication that knowledge *should* lead to wisdom, and that if it doesn't, it's just a disgusting waste of time ! But there never is ! You never even hear any *hints* dropped on a campus that wisdom is supposed to be the *goal* of knowledge. You hardly ever hear the word 'wisdom' mentioned !"

If the word *wisdom* is pretentious, let us by all means substitute for it, as Aldous Huxley does, "understanding".

I do not know whether our society is more inimical to the life of the mind than other societies have been. It is clear, however, that simply by living in 20th-century North America we participate in a society in which alienation is almost all-pervasive and is growing deeper. Thanks to technology and the managerial revolution, life for countless thousands of college graduates — our enlightened citizenry — consists in moving daily, by some more or less ugly mechanical means, from a set of high-rise filing cabinets where they live to a set of high-rise filing cabinets where they work, and back. A little later, they may acquire one of those ticky-tacky little boxes about which Pete Seeger sings. I suggest that it is not the function of a university simply to participate in that process of dislocation, but on the contrary to strenghten the power of the individual to resist its deadening influence and to inspire him with the will to change it. That the problem is an individual one is certain; that to resolve it, in a society hysterically dedicated to mass production, may be impossible is also certain; that if the universities do not make a full, imaginative, strenuous effort to meet the challenge they will be both committing and contributing to suicide seems to me most certain of all.

Wild and whirling words, by a distraught academic who has been seeing spectres? As a corrective, let me draw your attention to two sentences by one of the more tough-minded conservatives of this century, the aging Walter Lippmann. In an address that he gave in 1967 at an otherwise dismal conference on "The University in America", he said this:

> The thesis which I am putting to you is that the modern void, which results from the vast and intricate process of emancipation and rationalization, must be filled, and that the universities must fill the void because they alone can fill it.

He concluded,

> . . . in the modern age, as the ancestral order of usage and authority dissolves, there exists a spiritual and intellectual vacuum of discipline and guidance which, in the last analysis, can be filled only by the universal company of scholars, supported and protected and encouraged by their universities.

Such a conception of a university's function carries two corollaries that are intermittently the subject of argument and must be faced. The first is that a university must assert values. A few months ago, at the annual meeting of the Association of Universities and Colleges of Canada, there was a period of strange and almost perverse argument as to whether universities should make value judgments at all. Surely a university *is* an expression of value judgments that knowledge is better than ignorance, that the truth is better than a lie, that freedom is better than bondage. How far one might extend the list may be open to debate, and certainly the precise meanings of the terms used are arguable; but for a university to fail to affirm these values, or to dismiss them as if they were mere matters of semantic analysis and arrangement, would be to deny its own essential nature.

The second corollary is that a university cannot escape involvement in and responsibility for social change. It is absurd to suppose that an institution concerned with the extension and dissemination of knowledge, which through research, laboratory and classroom continually transmits ideas and value-judgments, is not involved in social change. It is hypocritical to encourage habits of analysis and criticism in students and to become indignant when they apply them. We must ask ourselves, as we are bound to be asked, whether we mean what we profess: the stimulation of individual powers of thought, judgment, and imagination. These are dangerous things, as Robert Stanfield recently noted:

> People who spend years in school, and then cannot find a job, are at least going to seriously question our economic and political institutions, and some may be provoked into more destructive action,

he said, according to a news report. Even those who succeed in finding jobs may be troublesome. An account of an "executive development seminar" held at York University last November tells of some problems that were aired:

> By far the greatest emphasis was placed on education — and it was not the opportunities afforded by a better-educated work force that pre-occupied executives, but the problems of making use of this training while creating conditions for individual development and fulfilment.
>
> The acceptance of personal development as a goal of corporate policy does not mean that corporations have become more big-

hearted, but only that they recognize that educated persons do not submit readily to the boss-subordinate relationship.

Moreover, educated employees have much greater expectations than unskilled labour, they are more difficult to satisfy and they grow restive in routine work. Their productivity, although potentially great, is difficult to measure and in many situations appears fairly well below potential.

In general, management of the so-called knowledge-worker is one of the trickiest problems facing executives.

In short, how are we going to make college graduates think Zee, Zee, Zee 24 hours a day ?

The question to what extent a university may appropriately become involved in direct political activity, and the form that its involvement may take, seems to me highly debatable, and probably determinable only in the context of specific situations. As an institution within society, supported by public money to carry out public purposes, it cannot place itself above the law or ignore its responsibility to the order and well-being of the state. But if the state itself engages in actions that are simply destructive of those values that universities cherish, they must become directly engaged, for it is a prime function of universities, especially in the age described by Lippmann, to challenge continuously the society that they serve. The question, however, is not for discussion here. My point is simply that universities are, whether they like it or not, constantly involved in the processes of social change; that they must recognize and indeed welcome this fact; and that their teaching function is pre-eminently the means by which they exercice that involvement. They must teach, or get lost.

* * *

In a university with these objectives, what should the role of the humanities be ? It ought not to be difficult to state, though it may well be difficult to perform. Have not the humanities, ever since it was remarked that the unexamined life is not worth living, been concerned with prompting man to examine his life ? Has it not always been their chief aim to help him to answer the deep inner impulsion that makes him seek the true, the good, and the beautiful ? Have they not always been concerned with pursuing wisdom ?

Unfortunately, no. Especially not in our time. While dislocation and alienation have become steadily deeper and more pervasive, and the longing of young people for reassurance has grown more desperate, the humanities have largely failed. Nor are the despair and the failure unrelated. Seduced by the fantastic successes of science, humanists have attempted increasingly to adopt the methods of scientists, in research that has too often been spurious and publications that have too often been exercises in triviality — or, even worse, the resurrection of dead trivialities. I do not wish to begin here a catalogue of sins, much less an exercise with a hair shirt. Listen, however, to the newly-elected second vice-president of that ghastly example of organizational elephantiasis, the Modern Languages Association. Only a few months before his surprising election to office, he wrote:

> The MLA's power lies in its strong stomach, in its capacity to digest almost everything, thus giving it institutional sanction. It can do so because the professional standards it allegedly maintains do not exist: there is no basis on which to exclude anything. Clearly the MLA, rather than being a professional organization, is a trade association; its natural drift is toward the councils of the Chamber of Commerce, where it will best serve the social and economic aspirations of its own membership.
>
> At the least, one should be impressed by the sheer volume of the literary academy's activity. Here surely is a sign of robust health. But it is just this bustle which confuses, which leads one to ask just what the objectives of the profession are. Are we doing anything more than gathering facts and making random comments upon them ? What philosophical end do we have in mind ? What truth ? The scandal of literary scholarship is its lack of philosophy, its blissful ignorance of ideas. The National Endowment for the Humanities' largest award this year was made for the establishment of "a computer-stored bibliography in American studies". Even in a field where knowledge is cumulative this would be a laughable piece of hackwork; in literature it defeats even one's capacity for the cynical snicker.

It is not a function of the humanities to ape the sciences. It *is* their function to challenge them: to challenge their assumptions, their methods, their conclusions, over and over again. This conclusion, for example, by the distinguished anthropologist who is now provost of King's College, Cambridge:

> Human scientists now have it in their power to redesign the face of the earth, and to decide what kind of species shall survive to inherit it. How they actually use this terrible potentiality must depend on moral judgments, not on reason. But who shall decide, and how shall we judge? The answer to these questions seems to me repugnant but quite plain: There can be no source for these moral judgments except the scientist himself.

I wonder whether he plans to plant a tree in the midst of the garden. I confess that when confronted by arrogance of that order, I have only breath enough left for a small amount of name-calling borrowed from E. E. Cummings:

> While you and I have lips and voices which
> are for kissing and to sing with
> who cares if some oneeyed son of a bitch
> invents an instrument to measure Spring with?

I hope not to be misunderstood. When I speak of the humanities challenging the sciences, I do not mean that they should be generally antagonistic to them. I do mean that the humanities are concerned with orders of experience that are different from the concerns of the scientists; that it is their function to assert values and point out perspectives that are too easily lost in the scramble for fact; that if the life of the intellect and the search for wisdom are the concern of universities, then both the work of the scientist and that of the humanist must flourish, and they must impinge and indeed play upon each other; and that in the past fifty years it has been the humanist much more than the scientist who has failed his role.

The scientist is as concerned as anyone with certain values to which I have referred: knowledge, truth, imagination, freedom. It is a matter of professional responsibility, even narrowly construed, that he be so. All the same, Cummings in his quatrain makes the crucial point: that science proceeds by measurement — of space, of time, of movement, of weight, of energy, of prices, of capital flow, of brain drains, and so on and on. "Nothing exists", says Isaac Newton in the Shaw play, "until it is measured." And it is just at that point that the humanist must make his rejoinder, as Cummings does. In the subtle interplay of human relations, in the testimony of passion, in the experience of the stealthy approach of spring, there are truths that not even an

anthropologist can measure, though it seems that he may be unaware of them.

The humanities must above all be concerned with the examination of these truths, as they are presented in literature, music, philosophy, history, or wherever else, and with the assertion of their validity. Computer-stored bibliographies, the tabulation of references to barley in the poems of Thomas Tusser, what someone has called scrimmages for images, and so on, may in their varied and perhaps obscure ways serve that principal end. The danger in them, especially when their practitioners are seduced by them into playing the game of grantsmanship and so into telling lies about their importance, is that they may simply distract the humanist from his real business. I suggest that this has been happening on a large scale in the universities; and when I hear students talk about the irrelevance of the humanities, I know what you and I have been doing, and why we have been failing. Perhaps unfortunately, we live in a society that is not tolerant of failure, among students who are not tolerant of irrelevance. And I return to my theme: Teach, or get lost.

* * *

I have been arguing that the functions of a university must go well beyond those of extending and imparting knowledge and training people for the professions; that the humanities have a particular and crucial part to play in the performance of those functions; and that they can play that part only as they make teaching their prime concern. Let me now make three observations on teaching.

A Professor of Education at Simon Fraser University is reported to have said recently that the job of teachers in the future will be not to teach but merely to "direct their pupils to places where they can find the knowledge they want or require". For all I know, this may be true of teachers in some fields of study. For the humanities, it would be difficult to conceive of a more complete dereliction of responsibility than is envisaged is such a statement. I should argue that the precise reverse is required, and required urgently: that only through a more lively, more sympathetic, more challenging, more directly personal and individual contact between teacher and student can universities dissipate that deep sense of alienation that invades the minds of great numbers of young people. As the Macpherson Report on Undergraduate In-

struction in Arts and Science in the University of Toronto has made clear, there is no easy way to achieve this end; but it is not impossible. The alternative is disaster.

Confronted with massive teaching loads, individual faculty members can scarcely be blamed if they give up; but if they give up, they ought surely to do so candidly and find some other means to a living. I heard recently of a professor who, confronted with the prospect of teaching a difficult subject in philosophy to a large class, decided simply to tape his lecture. When the class arrived at the lecture-room, they found a tape-recorder set on a table, which someone then turned on. The professor did not appear at all, and after a few minutes the class arose en masse and walked out; and they were right. The transmission of facts and of at least some kinds of methodology by tape-recorder or like means may be feasible enough. If, however, we are going to depend increasingly (as I think we are) on mechanical devices for these purposes, we are going to have to give correspondingly greater attention and energy to personal discussion of the implications for our students and ourselves of what is studied and learned.

My first observation, then, is that the teacher of the humanities must be prepared to devote more of his time and thought to the needs of his students, even if that means giving less to his research and writing. What the humanities have to offer is not likely to bring financial rewards, as you and I know, and we ought to be frank about the fact. But one of the genuinely encouraging aspects of the so-called student revolt is that it gives no evidence of being motivated by desire for money. That is one reason why so many righteous citizens are puzzled and alarmed by it. It does, however, give a great deal of evidence of being motivated by a sense that what is learned and taught at universities should be "relevant". I am not in the least in favour of burning or stealing property or of the violence-once-removed called the sit-in. We must nonetheless recognize them for what they are — the expression, however wrong-headed, of deep frustrations and deep desires.

To these the humanities must address themselves. Almost every student and professor is, whether or not he recognizes it, in the plight described by Lippmann: living in a society in which there is "a spiritual and intellectual vacuum of discipline and guidance". The past two or three generations have blown up or analysed away all the Kingdoms of Heaven in which we once believed, and left us nowhere to look

for one but where the founder of Christianity long ago told us it was: within ourselves. It is precisely to the nourishment and expansion and enrichment of the inner self — the intellectual life, if we construe the phrase broadly — that the humanities can speak best: that is their relevance and their opportunity. The first job of the teacher of the humanities is to increase the effectiveness of their speaking, to explore and enlarge their relevance. It is because he has or should be expected to have the power to do that job that the teacher is, as Bernard Shaw once remarked, "of all men the most naturally reverenced".

It is not the failure to accomplish that job that leads to student unrest — it is our failure to attempt it. If the discovery that we are not attempting it sometimes has violent results, we need not be surprised. The generation that developed the mass air raid has little cause to gibe when its successors knock out a few computers. Every generation recognizes its own enemy, or thinks it does; we all studied *Macbeth* at some point in our schooling:

> But in these cases
> We still have judgement here, that we but teach
> Bloody instructions, which being taught return
> To plague the inventor: this even-handed justice
> Commends the ingredients of our poison'd chalice
> To our own lips,

a comment that suggests one way of making Shakespeare relevant.

My second observation is closely related to the first : that teachers of the humanities will have to share the responsibility for the general well-being of universities in ways that extend beyond the classroom and library. They have, I have said, a special role in the functioning of the university. One would like to think of it as a particularly civilizing role, the effects of which would be felt throughout the institution. We are witnessing a very considerable revolution in the structure and governance of universities. There need be no regret about this fact; a revolution was long overdue. But a revolution always involves the risk of throwing the baby out with the bathwater. We are in great danger now of having the quality and effectiveness of universities sharply reduced simply because, the revolution having been set in motion, we have lost sight of its objectives or failed to refine them as we approached them.

Those objectives are, or were, related especially to the idea of the university as a community. It was felt that a university ought to be a community, and that it could best achieve its intended purposes if it were to a large extent a self-governing community. That idea of a university is, surely, a civilized and humane one. Nevertheless, the concept of a community does imply government, does not imply that mere anarchy is loosed upon the world. We have failed to deal squarely with that fact, perhaps even to think about it; now, we are in danger of seeing those values that are the best objectives of a university, for which the humanities stand most immediately — wisdom and understanding, for example — vanish like smoke, if not *in* smoke. I spent two days last week at Sir George Williams University, and I found little evidence of either wisdom before the disaster that occurred there, or understanding afterwards. The point is that in every university, faculty and students have joined to sweep away the obsolete notion that the university stood *in loco parentis* toward its members, particularly towards its students. The notion was part of the old order of usage and authority to which Lippmann referred, and it had to go. Faculty and students are almost equally concerned that the university should not simply be subject to the normal devices of authority of the state : hence our deep distaste for the presence of police on our campuses, for example. Our gross mistake lies in our failure to determine clearly where the locus of authority in the university community *should* lie and by what means it *should* be made good. As a result, we have great universities whose academic affairs are being almost completely obstructed because existing authority is ineffectual and we have not determined how or with what it should be replaced. In this the faculty, because of its permanent commitment to the university idea, bears the greatest responsibility; teachers of the humanities cannot claim exemption.

Consider a narrower aspect of the matter. In their relations with individual faculty members, universities have for the most part become accustomed to behaving — and they continue to behave — in ways that tend to support the idea of the university as a community. Most of them proceed at least to some extent by elective processes, with regard to committees, with regard to departmental organization, sometimes with regard to the selection of senior officers. Most of them give heed to the protection of academic freedom and to the device of tenure. The vast majority of faculty members, who have a marked tendency not to read university charters and acts or worry about contracts,

completely fail to realize that none of this has any support in law. It rests simply and solely on the moral force that the idea of the university as a community in itself has come to bear. That is why the Canadian Association of University Teachers is insistently attentive to reported breaches of, or threats to, academic freedom, and why in the past five years it has looked into more than one hundred situations in which questions related to those things had been raised. That is why the Association is at this moment preparing to censure a university that chose to take into the civil courts a matter that concerned the university community only. Every university teacher ought to have in mind the implications of a decision taken by the Privy Council only a very few years ago which established that in law the relation of a university and a professor is an ordinary master-servant relation and nothing more.

In short, then, the professor must, for the well-being of the university and for his own effectiveness within it, be willing to involve himself in aspects of its life that at first glance may appear to be only secondarily related to teaching and research. I do not suggest that the responsibility of the professor in the humanities is greater than that of others; I suggest that for him the danger, if the idea of community should disappear, may well be a good deal greater.

My third observation is in essence a further extension of the first two. It is that universities are confronted with the necessity of making good their case for public support, as never before, and that in this situation the humanities are more threatened than other disciplines and their defences weaker; these things being so, the need for teachers of the humanities to state their case publicly is pressing and cannot be avoided.

The difficulties that the universities face in establishing their claim for greater public support arise from three sources. First, the combination of vastly increased enrolments with rising costs is resulting in larger and larger demands being made on governmental budgets for higher education; nor does the argument of the Economic Council that money so spent is returned many fold seem to carry much weight with provincial treasurers, except perhaps at election time. Second, the rearrangement of the methods of university financing that resulted from the federal-provincial fiscal arrangement entered into two years ago, although it may have been politically necessary, has done nothing but harm,

in varying degrees, to the great majority of universities. It has increased both their financial uncertainty and their vulnerability to manipulation by provincial governments or bodies established by them. Third, the present wave of unrest and occasional wasteful destructiveness is unquestionably and very naturally inducing a corresponding wave of public perplexity, growing in some places to resentment and hostility, directed at the universities. In none of these matters can the humanities or we who profess them afford to affect indifference.

The practice of learned societies in bringing scholars together to discuss their special fields of knowledge has its value. It ought surely to be a function of these societies to assume also a vigorous role in studying the implications for humanists of the problems I have referred to, enlightening the public and its legislators to the objectives of humane studies, and enlisting their support for those objectives. Still, learned societies, like other societies, consist of individuals; in the long run the question is one of individual insight, imagination, and conscience. The great humanist who found himself unable to praise a fugitive and cloistered virtue knew this well.

Let me illustrate the problem. Two years ago it was learned by the C.A.U.T., almost inadvertently, that a study of research in Canadian universities was about to be launched, under the auspices of the Science Council. It was to provide a basis for advising the federal government. Terms of reference had been established, a steering committee had been named, and a commissioner had been appointed. Science being *scientia,* the project was to deal with research in all fields. Yet not one body active in either the social sciences or the humanities had been informed — much less consulted — and the only person from either the social sciences or the humanities who was in any way involved was a university president, evidently appointed in a capacity that had no reference to his discipline. The C.A.U.T. secretariat set to work through protests, letters, interviews, and telephone calls over a period of many weeks to delay the launching of the project until the social scientists and the humanists had had an opportunity to make their views known. So alerted, the organizations of social scientists went vigorously to work. The humanists, so far as I could judge, with the exception of a couple of effective individuals who were not professors, did practically nothing. Their attitude might have been expressed in the popular phrases: "I'm all right, Jack," and "Let George do it." If pressed, I could identify both Jack and George.

The illustration sounds a glum note, perhaps, and I do not mean to end in that way. One of Herman Hesse's characters remarks that "as soon as suffering becomes acute enough, one moves forward". I have tried to indicate some of the ways in which suffering has entered into the universities, and to suggest the responsibility of the humanities for a movement forward. I have argued that it is no longer enough — if it ever was — to think of universities as places for the extension and dissemination of knowledge and the training of the professions; that they must in addition seek and nourish wisdom and be willing to establish and affirm human values; and that in that undertaking the humanities have a special part to play that can be achieved only through teaching. We must teach or we are lost.

* * *

There is nothing easy in this. It is in fact a more difficult task than it used to be, not only because of the hostilities of a grossly plutocratic society and the soul-destroying gadgetry of the global village, but because there has recently been a vast change in our perspective of which we have not yet been able to take account. I remember that in the early months of World War II a classmate of mine asked a professor for some justification of the study of poetry in a period of such tumultuous violence and bloody terror. The professor responded by quoting Thomas Hardy's little poem, "In the Time of the 'Breaking of Nations' ":

Only a man harrowing clods
  In a slow silent walk,
With an old horse that stumbles and nods
  Half asleep as they stalk.
Only thin smoke without flame
  From the heaps of couch grass:
Yet this will go onward the same
  Though Dynasties pass.
Yonder a maid and her wight
  Come whispering by;
War's annals will fade into night
  Ere their story die.

Even if good literature entirely lost currency with the world, it would still be abundantly worth while to continue to enjoy it by oneself. But it never will lose currency with the world, in spite of momentary

appearances; it never will lose supremacy. Currency and supremacy are insured to it, not indeed by the world's deliberate and conscious choice, but by something far deeper — by the instinct of self-preservation in humanity.

— So Matthew Arnold had written at about the time when that professor was born. But a very few more years passed, and something new was written into war's annals; and things do not and cannot go onward the same. My last word must after all be given to a scientist: it ought surely to speak to humanists.

In 1948, in a large auditorium at the University of California, I listened to a talk by Robert Oppenheimer. His subject was the role and responsibility of the scientist in the nuclear age that had just been born, of which he himself had been one of the more notable midwives. I have never seen his address in print. Indeed, so far as I recall, he spoke without text or notes. His concluding phrases nevertheless stay in my memory, and I am content that they should terminate this paper. We cannot go back to what used to be, he said, because there is of course no way of doing so. We can go only forward. If we are to do that and not reap ultimate destruction, we must do so with hope, and courage, and "an earnest solicitude for the truth that I can only liken to prayer".

J. Percy Smith.

ERRATUM — U.B.C. 1968-1969

Le traitement moyen de tous les titulaires : $19,038.

Le traitement moyen du titulaire (non directeur de département) : $18,311.

A REPORT ON THE STRAX CASE AT THE UNIVERSITY OF NEW BRUNSWICK

Dr. Norman Strax (Ph.D., Harvard) was appointed Assistant Professor of Physics at the University of New Brunswick in 1966 on a 2-year contract. This was renewed for a 1-year term for the 1968-69 academic year. On 24 September 1968 he was suspended by the President, Colin B. Mackay. No formal reasons were given for this action at the time. The suspension appears to have been related to the efforts of Professor Strax, in company with some students, to oppose or challenge the requirement that identification cards be used when borrowing books at the university library. The actions in the library, which judging from all accounts were non-violent, appear to have taken place over several days: on Friday 20 September, Saturday 21 September, and Monday 23 September. On Friday the library was ordered to be closed early, at 9 p.m., and on Monday at 10 p.m.

The form of protest or opposition appears to have been advertised by a student group as a game called "Bookie-book". On all three days Prof. Strax made trips to the open stacks from which he brought books to the circulation desk for withdrawal. When asked to produce an ID card in keeping with the requirement which had been introduced at the beginning of the 1968 academic term, Prof. Strax offered instead other modes of identification (principally a driver's licence). On being told that he could not withdraw books without showing the identification card, Prof. Strax appears to have left the book(s) at the circulation desk, to have left the library, and then returned to repeat the process.

Several Deans and senior faculty members appeared at the library to "remonstrate" with Prof. Strax and some students at various times during these periods over the three days involved (from about 6 to 8 p.m. on Friday; 4:30 to about 5:15 on Saturday; and from 9:15 to just before closing at 10 p.m. on Monday).

While Prof. Strax appears to have earned the reputation in many quarters on and off the campus at Fredericton as an "activist", it has been consistently claimed by the University that the suspension was occasioned *only* by the library incidents, with no reference to any previous actions on his part either in his capacity as teacher or as citizen. Thus, in a press release, President Mackay stated that Dr. Strax "has been suspended for disrupting the normal work activity of

the University, specifically the operation on the University library." The sub-committee of the Board of Governors established as a "fact-finding" committee, which will be discussed in greater detail later, reported that President Mackay testified that "the letter of suspension was written as a result of the library incidents and the participation therein of Professor Strax." (McAllister Committee Report, p. 53.) [1]

The text of the letter of suspension follows:

September 24/68

Dr. N. Strax,
Dept. of Physics,
University of New Brunswick,
Campus Mail.

Dear Dr. Strax:

This is to advise that, effective immediately, you are suspended from the University of New Brunswick. Such suspension means you no longer have any duties to perform here, and that all rights and privileges are withdrawn which normally belong to a member of its faculty.

Yours sincerely,
(signed) Colin B. Mackay,
President.

This letter was delivered on the same day to Prof. Strax by the Head of his department, who appears to have notified Strax verbally that under the terms of this suspension he must vacate his office within 24 hours (an extension of the meaning of suspension hitherto unparalleled at Canadian universities, to the best of our knowledge).[2]

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[1] The C.A.U.T. received on 11 October the following telegram: "Re: M. Strax suspension I have duplicated his provocation at U.N.B. library carrying three hundred and eighty-nine books from library shelves to checkout counter. My action was at no time disputed. For the same provocation Strax faced dogmatic administrators faculty and student hecklers and numerous hysterical librarians. While great disruption did occur Strax alone was not responsible . . ."

/s/ Gerald Tacholke
Dept. of Mathematics, U.N.B.

More detailed descriptions of this experiment were received later. Neither at the time, nor at any time since, curiously enough, has anyone at U.N.B. commented on this episode, either to refute it or to discuss its possible relevance to the suspension of Prof. Strax.

[2] The effect of this suspension, in depriving Strax of the opportunity to teach his classes, to use his office, laboratories, and library, was to leave him with one "right" only — the continued payment of his salary. Even that was not clear until some time later. Since there was no indication of the formal grounds for suspension, or of what period of time the suspension might be in effect, or of what procedures might next be followed, there is perhaps some extenuation to Prof Strax's reactions to his suspension.

Prof. Strax refused to leave the campus, and in company with some student supporters began an "occupation" of his own office in Bailey Hall. On 30 September he was served with a court order to quit the campus.

On 28 September, Prof. Strax was informed by a letter signed by the Secretary of the Board of Governors that the Board approved of the President's action and that the suspension "is continued in full force and effect." In the same letter Prof. Strax was informed that the Board, "before taking final action", had established a 3-man sub-committee to "review and report on the circumstances of the suspension". This sub-committee, which was clearly established as a fact-finding, rather than as an adjudicative or arbitration committee, was comprised of Professor G. McAllister (as Chairman); Professor E. G. Garland; and Professor Douglas Brewer, as President of the Association of University of New Brunswick Teachers. Professors McAllister and Garland are faculty representatives on the Board of Governors. The first meeting of the sub-committee was scheduled for 2 October 1968, and Prof. Strax was invited to appear before it.

The original writ of summons issued by the New Brunswick Supreme Court is dated 28 September,[3] the same date as the letter announcing the establishment of the Board's sub-committee headed by Prof. McAllister. The writ, together with the subsequent statement of claim, asks for:

(1) "An injunction restraining the defendant from returning to or entering upon any part of the said lands and premises of the plaintiff (U.N.B.)."

(2) "An order enjoining and requiring the defendant (Strax) to desist from causing, inciting or counselling University students from disregarding and disobeying rules or ordinances of the said University."

(3) "A declaration that the defendant was duly and regularly suspended pursuant to and by virtue of the provisions of the University of New Brunswick Act 1968, ch. 12 Acts of Assembly of New Brunswick 1968."

[3] According to newspaper accounts, it was established at the trial through the evidence of Prof. A. Boone, Head of the Physics Department, that the court injunction had been taken out in St. John between 1 p.m. and 1:30 p.m. on 28 September, an hour before the meeting of the Board of Governors began.

(4) "Damages for nuisance, trespass and disturbance."

(5) "Such further or other relief which this Honourable Court deems just."

(6) "Costs in the within action."

In ignoring the court injunction for one day Prof. Strax was held on 2 October to be in contempt of court, and on 18 October he was fined $1.00, plus costs.

On the same day as the first court hearing, 2 October, Prof. Strax appeared with counsel before the McAllister Committee. When it was learned that the committee was a fact-finding one only, with no specific charges against Strax before it, having no authority to arbitrate the matter or even to make recommendations, and without power to provide assurance that Prof. Strax would have an opportunity to appear before the Board at such time that the committee might report to it, Prof. Strax and his counsel withdrew from the proceedings after making a statement to the committee. Prof. Strax subsequently returned and gave evidence as a voluntary witness on 3 October.

The National Office of C.A.U.T. was first made aware of the developing case on 30 September, and undertook to learn what it could. The Academic Freedom and Tenure Committee met in Montreal on 5-6 October, when the Strax case was dicussed at length in light of the information then available. That information was in some respects vague, and in others incomplete. For example, the A.F. & T. Committee was not aware that the University of New Brunswick was making the claim to the New Brunswick courts quoted as (3) above : the declaration that the defendant was "duly and regularly suspended". This claim was not endorsed on the original writ, and appeared for the first time in the Statement of Claim dated 11 October.

During the course of these deliberations Professor Milner, Chairman of the A. F. & T. Committee, and the National Office were in contact by telephone or by letter with a great number of people, including President Mackay, Professors Smith, Monahan, Brewer, McAllister, and various persons speaking on behalf of Prof. Strax who during this period was "sitting in" in Bailey Hall. It was learned that the U.N.B. Board of Governors was scheduled to meet on 8 October, and a telegram was sent to President Mackay with copies to Profs. McAllister and Brewer (see *Appendix 1*).

On Wednesday, 9 October, it was learned that the Board of Governors had taken no action on the Strax case, presumably because the McAllister sub-committee had not had time to complete and submit its report. A telegram from President Mackay to somewhat the same effect was received on 9 October (see *Appendix 2*). Further extensive telephoning took place in an attempt to determine whether by agreement the McAllister Committee might be converted to an arbitration committee. C.A.U.T. was not able to reach President Mackay by telephone. A second telegram was dispatched to Prof. Brewer, President of the A.U.N.B.T., and a press release was issued (see *Appendix 3*).

In the late afternoon of 10 October President Mackay telephoned the Executive Secretary to discuss the situation. The Board had undertaken to meet as soon as the McAllister Committee report was available to them. It was felt this might be early in the next week.

When the C.A.U.T. Council met in Montreal on 16-17 November, it received a lengthy report on the Strax case from Prof. Milner.[4] The McAllister Committee report was not yet available (a copy of the report would be sent to the C.A.U.T. with a covering letter from President Mackay dated 20 November 1968). The Council as a result of its deliberations passed the following resolution:

> This Council endorses the statements and actions of the President of the Association in the Strax case and condemns the action of the University of New Brunswick in suspending a faculty member without stated charges or provisions for an adjudicative hearing.
>
> *Carried* (36 in favour, 1 opposed, 7 abstentions)

This resolution was conveyed promptly to the President of U.N.B. President Mackay's response on 20 November was to transmit a copy of the McAllister Committee report which he wished to be considered as a confidential document (see *Appendix 4*). Subsequently, the A.U.N.B.T. passed two resolutions strongly objecting to the continuing delays in dealing with the Strax case and urging the C.A.U.T. to assist in establishing an appropriate adjudicative body (see *Appendix 5*). The Chairman of the A. F. & T. Committee began efforts to obtain a chairman for such a body.

Meanwhile, hearings of the New Brunswick court in the case

[4] The text of this report is printed in the C.A.U.T. *Bulletin* 17, 3 (February, 1969), 36-42.

against Prof. Strax were continued.[5] On 27 December, Mr. Justice Barry announced his decision, in which he supported the University at all points: on the continuance of the injunction, the validity of the suspension, and the payment of damages and costs. Prof. Strax was ordered to pay all costs, plus exemplary damages to the University of New Brunswick of $2,000.

The A. F. & T. Committee at its meetings in Toronto on 11-12 January again discussed the current situation at great length. It had received a copy of the McAllister Committee report, and had received also a request from Prof. Strax that the C.A.U.T. support a legal appeal against the court decision. The following statement of the Committee's position was unanimously adopted:

> The C.A.U.T. takes the view that the propriety of Dr. Strax's suspension by the President of the University of N.B. as confirmed by the Board of Governors ought to have been made the immediate subject of review in arbitration proceedings. Instead, as a result of the decisions and the acts of Dr. Strax and the University the propriety of the suspension was put in issue in an action in the Supreme Court of New Brunswick, in which the University claimed a declaration that Dr. Strax's was "duly and regularly suspended". While the C.A.U.T. disapproves this choice of methods of determining issues between the parties to such disputes the fact remains that a matter relating to academic freedom was involved. The Committee on Academic Freedom and Tenure therefore recommends that the C.A.U.T. contribute up to $1,500 to defray the costs of Dr. Strax's legal representation in the proceedings to date, the money to be paid to Dr. Strax's lawyers at the conclusion of the case in proportion to their respective accounts. The C.A.U.T. continues to take the view that arbitration of the dispute is urgently required and that the proceedings in the courts ought not to be continued to the appeal level. In the meantime the C.A.U.T. is unable to express any opinion on whether there were valid grounds for suspension.

In addition, the following recommendations were made:

(a) that this Committee ask the C.A.U.T. President (or his delegate) and the Executive Secretary to go to the University of

[5] It was established at the trial on 20 November that Prof. Strax had been in the student cafeteria of U.N.B. on 11 November, in violation of the court injunction. He was sentenced to 30 days in jail plus $500 or an additional 15 days, and taken to York County Jail on the same date to begin his sentence.

New Brunswick to further the setting up of arbitration procedures in the Strax case, along the lines of those recommended by the C.A.U.T., and to take such other action as they may find appropriate;

(b) that we do not support an appeal of Prof. Strax's case because of our view that (i) such problems as raised by Strax's conduct should not be resolved through court action, and (ii) we ought not to take the considerable risk of adding status to the definition of suspension effected by the judgment of Mr. Justice Barry in the event that an appeal should prove unsuccessful;

(c) that we publish for the information of C.A.U.T. members a careful account of the actions of this Committee in respect to the Strax case, and the reasons for them, and

(d) that, as a means to this end, we recommend that the Executive and Finance Committee acquire a copy of the transcript of the court proceedings;

(e) finally, it was proposed that the C.A.U.T. President should send a letter to President Mackay pointing out strongly the dissatisfaction of the Committee which the McAllister Committee report. The letter should in addition make the following points:

  (i) that the decision of the court had done nothing to solve the problem, and that the urgency for appropriate action within the University was greater than ever,

  (ii) that despite the repeated demands of the Association that suitable adjudicative procedures be established, the resolution of condemnation by the Council, and the supporting resolutions of the A.U.N.B.T., the U.N.B. administration and Board had nonetheless pursued their cause through the courts and by doing so had not only caused increased and protracted hardship for Strax, but had delayed the institution of acceptable procedures for so long as to have jeopardized the possibility of their being established at all.

On Sunday evening, 12 January, following the A. F. & T. meeting, Professors Macpherson, Milner, Smith and Berland discussed at length

these decisions. Professors Macpherson and Milner then drafted a letter to President Mackay which was sent on 17 January and to which President Mackay replied on 23 January (see *Appendix 6*).

On 29 January Professor Macpherson, after telephone conversations with the President of the A.U.N.B.T. and with the Executive Secretary, sent a telegram to President Mackay, in Ottawa for a meeting of the Board of the A.U.C.C., of which he is President (see *Appendix 7*). President Mackay had initially offered to meet Professor Macpherson in Ottawa for a discussion; as Professor Macpherson's telegram makes clear he felt that such a meeting at this late date, without representation of the Board of Governors and the A.U.N.B.T., would serve little purpose. President Mackay reported by telephone on 31 January that since he regarded all Board members as equal he could not presume to select individual members of the Board as "influential" for a meeting in Fredericton before 8 February (the date of the next meeting of the C.A.U.T. Executive and Finance Committee), as proposed by Professor Macpherson.[6] Further response was delayed until President Mackay's return from a short trip to Europe. During this period President Mackay's main concern appeared to be that—some 4 months after the University's actions against Prof. Strax had begun — the C.A.U.T. should take "no precipitous action".

On approximately 6 February Prof. Strax telephoned the Executive Secretary and reported that although he could not afford a lawyer, or the purchase of the transcript of the original court proceedings, he was attempting an Appeal. As a result of his court case he owed U.N.B. $4,336, and his lawyers $3,809 (these figures do not include the $500 fine for contempt of court). The University continued to regard itself unable to consider further its own actions in regard to Prof. Strax, claiming the possibility of a Court Appeal kept the case *sub judice*. Nevertheless, the University had presented its bill to Prof Strax, and he believed that they would enforce payment if his attempted appeal was denied on 11 February, and that he would be dispossessed of his scanty belongings and deported.[7] The Appeal was postponed (on a technical point) until 21 February, and then until April.

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[6] Since the U.N.B. Board of Governors has a legally constituted Executive, the C.A.U.T. found itself perplexed by this democratic scruple on the part of the President, who is by the terms of the University Act also Chairman of the Board.

[7] C.A.U.T. later discovered that Prof. Strax, lacking legal counsel, had assumed that the court's judgment on costs and damages recently delivered to him was the University's demand for payment. As of 15 March, to the best of our knowledge, that demand had not yet been made.

At the meeting of the E. & F. Committee in Ottawa on 8-9 February, Professor Macpherson reported that after lengthy negotiations he had arranged with President Mackay that a committee of three, including himself and the Chairman of the A.F. & T. Committee, should visit Fredericton on 19-20 February. The committee planned to meet with the President, and with the A.U.N.B.T. The Board of Governors was to meet in Fredericton on 20 February; while President Mackay would make no commitment that the Board (of which he is Chairman) would meet with the C.A.U.T., the committee planned to hold itself in readiness for such a meeting.

The following resolution was adopted by the E. & F. Committee :

> That a special meeting of the C.A.U.T. Council be called for 15 March at which the Executive and Finance Committee will recommend that Council censure the President and Board of Governors of the University of New Brunswick unless satisfactory measures in relation to Professor Strax have been taken by the President and Board by that time.

A telegram was sent on 9 February to President Mackay to inform him of this action, and in preparation for the visit to Fredericton on 19-20 February; and a press release was issued (see *Appendix 8*). The only response from the U.N.B. administration to these lengthy and detailed communications was a letter from President Mackay dated 12 February in which he regretted the impression that he was not prepared to meet (in Ottawa) with the C.A.U.T. (see *Appendix 9*).

Professors C. B. Macpherson, J. B. Milner, and A. Berland visited Fredericton from the evening of 18 February to 20 February. They discussed various aspects of the case with Prof. Strax during the morning of the 19th, and then met in the afternoon with President Mackay, the Executive of the A.U.N.B.T., Prof. G. McAllister, and Vice-President Bailey. The terms proposed in Prof. Macpherson's letter of 17 January were discussed at great length. The C.A.U.T. delegation explained in some detail why they felt strongly that the lifting of the permanent court injunction against Prof. Strax must accompany any agreement to enter into arbitration. Concern was expressed that a court appeal by Prof. Strax would complicate, or even make impossible, an academic arbitration procedure. It was agreed that pursuit of both a legal appeal and an academic arbitration on the same or similar issues *was* unreasonable, and that Prof. Strax should be willing to drop the court appeal

if agreement was reached on suitable arbitration procedures.[8] It was only at the end of this meeting, at approximately 5 p.m., that President Mackay felt he could give some assurance that the Board would probably agree to meet with the C.A.U.T. delegation.

The A.U.N.B.T. held an informal meeting on the evening of 19 February which was primarily a question-and-answer discussion of the C.A.U.T. recommendations, its *Policy Statement on Academic Appointments and Tenure,* and particular aspects of the Strax case. It was obvious to the C.A.U.T. delegation that five months of complicated transaction had sharply polarized local attitudes toward the Strax case. Perhaps the most unfortunate aspect of this polarization was, in the view of the C.A.U.T. delegation, the tendency to confuse the C.A.U.T. insistence on due process with a defense of the particular actions and beliefs of Prof. Strax. The C.A.U.T. delegation emphasized, both to the A.U.N.B.T. and to the Board of Governors the next day, that the C.A.U.T. was not acting as personal counsel for Prof. Strax; that it was not advocating or condemning the kind of actions that should or should not have led to Prof. Strax's suspension; that indeed these were precisely the questions considered to be appropriate to an arbitration procedure along the lines of the C.A.U.T. *Policy Statement.*

When the C.A.U.T. delegation, together with the President of the A.U.N.B.T., met with the Board of Governors on 20 February the same topics were discussed. The discussions with the Board were quite open and general. No one person appeared to speak for the Board; rather, a number of Board members raised questions or points of discussion as individuals. Much time was given, again, to the question of the injunction, and to possible terms of reference for arbitration. It was agreed, on the latter point, that the C.A.U.T. would make specific recommendations on appropriate terms of reference and on the possible constitution of an arbitration committee. C.A.U.T. indicated (as it had the day before) its willingness to have the issue of legal costs and damages presently assessed against Prof. Strax included in arbitration, rather than as a necessary step preceding arbitration.

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[8] Prof. Strax later assured the 3-man C.A.U.T. delegation that he preferred academic arbitration to a legal appeal, and that he had undertaken the appeal primarily as a means of delaying the court judgment on costs and damages which he was convinced would lead to his bankruptcy and deportation. He assured the C.A.U.T. further that he would willingly abandon his legal appeal if suitable academic arbitration was offered. These expressions of Prof. Strax's attitudes were clearly communicated to the Board of Governors at the meeting of 20 February.

The meeting with the Board lasted approximately two hours; at the end of that time the C.A.U.T. delegation was informed that the responses or recommendations of the Board would be communicated at a later date. At this time, the C.A.U.T. had no idea of what position the Board of Governors — as opposed to the expressions of opinion by several individual board members — might take. Professor Macpherson suggested that in view of the Special Meeting of the C.A.U.T. Council called for 15 March, and the necessity to provide ample time for delegates to study the documentation on the Strax case and to discuss it with their local associations if they wished to do so, an appropriate deadline for the Board's proposals would be 1 March.

On 21 February, Professor Milner wrote to Prof. Brewer, as President of the A.U.N.B.T., with a copy to President Mackay, his recommendations on suitable arbitration procedures. He reviewed again the C.A.U.T. position relative to the court injunction (see *Appendix 10*).

On 24 February the National Office issued a press release clarifying its recommendations, particularly since the issues involved were being somewhat misrepresented in the New Brunswick newspapers (see *Appendix 11*).

President Mackay on 25 February addressed a letter to Prof. Macpherson outlining the decisions of the Board of Governors. The offer of arbitration was defined most ambiguously as to terms; it was defined, further as "non-binding", with no indication whatsoever that the Board was prepared to accept such arbitration as "morally" if not "legally" binding. Further, in rejecting the C.A.U.T. proposals on the issues of the court injunction and legal costs, no indication was given as to what the Board did in fact propose to do about these matters at *any* time (see *Appendix 12*).

Professor Macpherson therefore wrote to President Mackay on 5 March to explain why he found the Board's proposals unacceptable (see *Appendix 13*). Because President Mackay had released his letter of 25 February to the press, C.A.U.T. issued its own press release on 7 March to make known the C.A.U.T. decision to go forward with the Special Meeting of 15 March (see *Appendix 14*).

A second letter from President Mackay dated 10 March essentially repeated proposals of the first letter, without specifically meeting the

objections raised by Professor Macpherson in his letter of 5 March. Professor Macpherson replied by telegram on 13 March, primarily to question President Mackay's interpretation of the C.A.U.T. attitude toward the civil courts (see *Appendix 15*). In the last several days preceding (and even during) the special Council meeting, C.A.U.T. received a number of letters and telegrams from Fredericton, from both individuals and groups of faculty and students. It is not possible to summarize these without entering at undue length into all the arguments that were adduced in these messages both in support of, and opposed to, a possible motion of censure. What did emerge from these messages and from several telephone calls from concerned individuals at U.N.B. was the fact that neither the general faculty nor members of A.U.N.B.T. had been sufficiently informed of recent developments before being called on to make decisions or to vote on resolutions related to recommendations to C.A.U.T. In particular, faculty had not been made aware of the contents of either the letter from Prof. Milner on 21 February, outlining the C.A.U.T. position on the court injunction and on proposed terms for arbitration, or Prof. Macpherson's response of 5 March to the Board proposals as these were communicated by President Mackay on 25 February. Perhaps the most significant documents received from U.N.B. immediately prior to the Council meeting was a telegram signed by Dr. Desmond Pacey as Secretary of Faculty, to which Prof. Macpherson replied, and a copy of a petition signed by some 83 faculty members (see *Appendix 16*).

The Executive and Finance Committee met for two hours prior to the meeting of Council on 15 March, reviewed the events in the Strax case since its meeting of 8-9 February, and discussed the extensive documentation it had received. Its decision was to recommend to Council a resolution of censure against the President and Board of Governors of the University of New Brunswick.

Forty members of the C.A.U.T. Council met from 11 a.m. to approximately 4:30 p.m. on 15 March. The Acting President of the A.U.N.B.T. presented an account of his Association's actions in the Strax case and commented on these. He was followed by two observers from U.N.B. who had requested permission to address the Council. Dean Desmond Pacey, Secretary of the General Faculty, presented his views with particular reference to a meeting of the General Faculty held on 10th; and Prof. R. McKinnell spoke on behalf of those faculty

members who had signed the petition referred to above. These presentations were followed by a very full and wide-ranging discussion, which centred on the following major issues : the appropriateness of censure; the timing of the proposed censure; the steps required to lift censure once imposed; the implications of the three requirements stated by the Executive & Finance Committee as conditions for not proceeding with a motion to censure; the response to these of the U.N.B. President and Board, particularly the "offer" to enter into "non-binding arbitration" on "limited issues"; the appropriateness of the requirement that the injunction be lifted prior to or simultaneously with agreement to arbitrate fully; whether the pending appeal of Prof. Strax against the court judgment substantially affected efforts to proceed with academic arbitration; and whether the insistence by the C.A.U.T. that the injunction be lifted constituted an Association policy constraining universities from ever having recourse to the courts. [9]

The motion of censure resulted in a vote of 36 in favour of the resolution, 3 against, with 1 abstaining. The resolution of censure follows :

I. That this Council censure the President and the Board of Governors of the University of New Brunswick for suspending a faculty member from all rights and privileges in the University without stating charges against him and providing for an academic adjudicative hearing, and for resorting to and maintaining an injunction and a civil law-suit on limited issues without first providing for an adjudicative hearing, and using the existence of that law-suit as a reason for preventing any full academic adjudicative hearing on all issues.

II. That censure of the President and the Board of Governors of the University of New Brunswick take the following form :

(i) Immediate public release of the text of the motion of censure.

(ii) Publication in the next issue of the *Bulletin* of a detailed account of the history of the Strax case and of the steps leading to censure.

[9] In connection with this last point, it is important to point out, as did Prof. J. B. Milner, Chairman of the A.F. & T. Committee, during the Council debate, that actions and judgments relative to an individual case, within its specific context, should never be construed as necessarily establishing Association policy. The question of a university's recourse to civil courts under variously conceivable circumstances is a much larger question than that raised by the specific dispute between Prof. Strax and U.N.B.

(iii) Publication in the *Bulletin* of the recommendation that members of C.A.U.T. should not accept employment at U.N.B. at the present time.

(iv) Notification to other Faculty Associations (e.g. A.A.U.P., A.U.T., etc.) of these actions with recommendation that their members request further information from C.A.U.T. before accepting employment at U.N.B.

(v) Publication of advertisement of these actions in leading educational and professional journals in Canada, the Commonwealth, and the United States.

III. That the Executive and Finance Committee be empowered to administer items (iii), (iv), and (v) above in the light of further developments, and be instructed to report its action to the next Council meeting.

Alwyn BERLAND,
Executive Secretary Designate.

Dr. Colin B. Mackay (PERSONAL),
President and Chairman, Board of Governors,
University of New Brunswick,
Fredericton, N.B.

Professor George McAllister (PERSONAL),
University of New Brunswick,
Fredericton, N.B.

Professor Douglas Brewer (PERSONAL),
University of New Brunswick,
Fredericton, N.B.

Professor Norman Strax has appealed to the Academic Freedom and Tenure Committee of the Canadian Association of University Teachers for assistance in connection with his suspension and what followed it. While this Committee acknowledges the importance of an inquiry by a committee of faculty members into the facts, it is seriously disturbed by your reported failure when the suspension was announced to provide Professor Strax with reasons for his dismissal and an adjudicative procedure that would enable him to answer specific charges and debate the appropriateness of the penalty. If you do not see fit to lift the suspension by Wednesday noon next and absolve Professor Strax of any wrongdoing, this Committee considers that fairness to Professor Strax demands that you assure him by that time of an opportunity to submit all charges against him by U.N.B. to arbitration in a proceeding conducted in conformity with Part C, Dismissal Procedures of the C.A.U.T. *Policy Statement on Academic Appointments and Tenure.* Unless one or the other of such courses has been adopted or an acceptable explanation received by Wednesday noon October 9 the Chairman and the Executive Secretary will confer with the President of the C.A.U.T. on the publication of a statement of the C.A.U.T.'s position and possible further action. Until then no such public statement will be made by us. While this Committee has every desire to protect the good name of U.N.B., it must take appropriate action to protect Professor Strax from an apparent threat to his academic freedom. This telegram is confidential, but copies are being sent to Professors McAllister and Brewer and Mr. Kelly, through whom Professor Strax

appealed to this Committee. Please address your reply C.A.U.T. Executive Secretary, 77 Metcalfe Street, Ottawa 4, Ontario.

J. B. Milner,
Chairman, C.A.U.T. Academic Freedom
and Tenure Committee.

Appendix 2

C.A.U.T. Executive Secretary,
77 Metcalfe Street,
Ottawa, Ontario.

In answer to your confidential telegram in regard to Dr. Norman Strax I acted in accordance with section 59 sub-section 1 paragraph (A) of the University of New Brunswick Act 1968 and that in accordance with the provision of paragraph (A) of this sub-section the Board of Governors of the University of New Brunswick now is seized of the matter. As you know a fact-finding Committee of faculty members has been constituted to review and report on the circumstances of this suspension. After considering this reply and before taking further action in this matter I would appreciate the courtesy of your communicating with me.

Colin B. Mackay,
President,
University of New Brunswick.

Appendix 3

Professor Douglas Brewer,
President, A.U.N.B.T.,
Department of Chemistry, U.N.B.,
Fredericton, N.B.

Committee on Academic Freedom and Tenure is seriously disturbed by suspension of Professor Strax without previous hearing or charges. Committee urges that matter be brought to arbitration quickly in accordance as far as possible with procedures defined in *Policy Statement on Academic Appointments and Tenure.*

J. Percy Smith,
Executive Secretary, C.A.U.T.

Press Release

The Canadian Association of University Teachers has urged the University of New Brunswick to bring the case of Professor Norman Strax to arbitration quickly.

Professor C. Brough Macpherson, President of the Association, said today that the C.A.U.T. Committee on Academic Freedom and Tenure has had before it the case of Dr. Strax, a physics professor who was suspended from his duties at the University on September 24 and was subsequently forced off the campus by a court injunction.

The Committee has sent telegrams to the President of the University, Dr. Colin Mackay, and the President of the faculty association, expressing its concern over the fact that the suspension was imposed without a hearing having been held or charges having been laid. It has urged that arbitration procedures be set up at the earliest possible time.

Professor Macpherson said that the C.A.U.T. recognized the good intent of the Board of Governors of the University in setting up a committee of faculty members to investigate the circumstances of the suspension. However, the Association regretted that the Board had not followed the spirit of the C.A.U.T. *Policy Statement on Academic Appointments and Tenure,* which clearly calls for mediation and arbitration in the present circumstances.

Appendix 4

20 November 1968

Mr. J. Percy Smith,
Executive Secretary,
Canadian Association of University Teachers,
77 Metcalfe Street,
Ottawa 4, Ontario.

Dear Mr. Smith;

The Board of Governors of the University of New Brunswick has received the report of the Committee which was constituted to review the circumstances of the suspension of Dr. Norman Strax.

However, no action has been taken since the matter is now before the courts. Pending the outcome of this action, the Board felt it should defer consideration of the report until a future meeting.

The report is considered as still being of a confidential nature. However, members of the Board recognize that your Executive would like to have a copy as soon as possible and they have asked that I send the enclosed along to you at this time.

Yours most sincerely,
Colin B. Mackay,
President.

Appendix 5

Motions passed by A.U.N.B.T. General Meeting

November 26, 1968

I. The A.U.N.B.T. once again deplores the delay by the University Administration in establishing prompt and just procedures consistent with those outlined by the A.U.N.B.T. and the C.A.U.T., for investigation and adjudication of the charges of misconduct made against Professor Norman Strax, and insists that such procedures be at once established.

The A.U.N.B.T. regards the precipitous and continuing resort to legal proceedings as an abdication by the University of its proper authority, and condemns that abdication of authority as unworthy of the principles to which the University is dedicated.

At the same time, however, the A.U.N.B.T. equally deplores any deliberate obstruction by individuals of the proper business of the University, namely education and research, especially when dictated by a deliberate refusal to employ the established channels of University and Student Government.

Therefore, the A.U.N.B.T. calls on the University Administration to do all in its power to return any outstanding cases of possible student or faculty misconduct to within the framework of the University's various governing bodies, including the faculty association and the student government, where they rightly belong, and calls on the University Administration to institute proper University adjudication of these cases.

If this action is not carried out, the A.U.N.B.T. should find out promptly which exact branches of the University Administration are directly responsible for its not being carried out, and should vote non-confidence in those branches.

II. That this Association call upon the C.A.U.T. to assist in establishing a three-member board to investigate the conduct or misconduct of Dr. Strax in order to arrive at a just and final settlement of the case within the academic community.

Appendix 6

January 17, 1969.

Dr. Colin B. Mackay,
President,
University of New Brunswick,
Fredericton, New Brunswick,
Canada.

Dear President Mackay :

It is more than fourteen weeks since the Chairman of our Academic Freedom and Tenure Committee wired you urgently requesting that you offer Professor Norman Strax the opportunity to arbitrate all disputes between the University and Professor Strax before a professorial committee. It is eight weeks since that request was confirmed by the Council of the C.A.U.T. at its meeting on November 17, when it also condemned the action of the University of New Brunswick in suspending a faculty member without stated charges or provisions for an adjudicative hearing. Since then the report of your Board's Investigation Committee has been received and Mr. Justice Barry has issued his decision in the action the University brought against Professor Strax. Still Professor Strax has not been offered an opportunity to arbitrate your differences. I write now to express the increasing concern of the C.A.U.T. with this protracted disregard of what we regard as Professor Strax's procedural rights.

We have now had an ample opportunity to examine the Report of your Board's Committee. It has been seen by most members of the Academic Freedom and Tenure Committee and by the Associate Executive Secretary, Professor Berland and myself. We are unanimous in

our agreement that in respect of the issue which has concerned us from the beginning, namely the procedural rights of a faculty member, it is irrelevant. It disposes of no charges, and it contains a serious mis-statement about the *Policy Statement* of this Association. In paragraph 130 the Report says that the procedures to be followed by the Committee . . . were in substantial accord with the procedures expressed in the *Policy Statement*. Not only are the procedures not in accord, but one of the two additional procedural benefits open to Professor Strax according to paragraph 130 is wrongly stated. Under the C.A.U.T. *Policy Statement* the arbitration committee is to be jointly appointed by the University and the Faculty Member. It does not provide for a right of either party to nominate one member. Moreover, the procedures advocated in the guidelines of our *Policy Statement* call for an arbitration committee, not an investigating committee, and the President is to inform the Faculty Member in writing of the charges against him in sufficient detail to enable him to prepare his defence. These vitally different elements make the procedures followed by your Board unacceptable to the C.A.U.T.

Paragraph 143 of the Report further mis-states the *Policy Statement* by observing that "C.A.U.T. procedures relate only to 'dismissal' ". Part C of the *Policy Statement* relates to dismissal, but Part D2 (which the Report selectively reproduces in Appendix "B") relates to any form of harassment — what is calls "unreasonably discriminated against" — and incorporates Part C procedures by reference.

I should say, parenthetically, that if the Report of your Board's Committee is published more widely the C.A.U.T. will have to publish a correction and explanation of errors just identified.

We have also had an ample opportunity to examine Mr. Justice Barry's judgment in the case of *U.N.B. v. Strax*. It is quite clear from the judgment and the statement of claim that nowhere in that law suit was a charge related to his suspension stated against Professor Strax in any form in which he could defend himself against it. Like the Report of your Board's Committee, Mr. Justice Barry's decision is irrelevant to the issue which is of concern to the university community.

It would seem that the only acceptable course of action, still, is an adjudication before an arbitration committee established along the lines of the C.A.U.T. *Policy Statement* in which *all disputes* between the

University of New Brunswick and Professor Strax can be settled once and for all.

But more than this now appears to us to be needed to restore the good name of the University of New Brunswick in the Canadian academic community. The injunction which restrains Professor Strax from setting foot in the University in effect turns his suspension into a dismissal. To keep it in force now, while there has still been no adjudicative hearing of any charges arising out of the matters that in the opinion of the University made the suspension necessary, appears to be a denial of elementary justice. Moreover, during all this time in which he has not been given an adjudicative hearing on any such charges, he has been put to heavy expenses in the law suit brought against him by the University including now the costs of both parties and the "exemplary damages" awarded against him, none of which need have been incurred if the University had, simultaneously with the suspension, granted an academic adjudicative hearing of charges against him. Because these expenses, now falling on Professor Strax, are the result of the University's failure to proceed in the normal academic way, it seems reasonable that the University should assume these expenses.

For these reasons it appears to us that the University, in order to restore its standing in the academic community, will have to take immediate steps

(i) to institute arbitration proceedings along the lines of the C.A.U.T. *Policy Statement* in which arbitration of all claims by the University against Professor Strax and by Professor Strax against the University are submitted for settlement;

(ii) to dissolve the injunction against Professor Strax; and,

(iii) to assume the entire costs of the litigation and to release Professor Strax from all liability for the damages and costs in your case against him.

I know you will realize that time is running out. On February 8 the Executive and Finance Committee of the C.A.U.T. will meet for a regular business session. At that meeting I must report to the Committee on the state of the Strax affair. If I cannot report that an adequate response has been made by the University to the proposals made in the preceding paragraph of this letter, I shall have no choice but to recommend to the Committee that it in turn recommend to the C.A.U.T. Council that the President and Board of Governors of the University of New Brunswick be censured.

I would make this extreme recommendation with great reluctance, but I know that the academic community in Canada expects the University of New Brunswick to recognize and apply the standards adopted by the C.A.U.T. in its *Policy Statement*. The consensus of the academic community has already been expressed in the condemnation by the C.A.U.T. Council of the University of New Brunswick's actions in this matter, and I note that the A.U.N.B.T., in its two resolutions of November 26, also condemned the University's resort to legal proceedings, called for an academic adjudication, and asked the C.A.U.T. to assist in establishing an adjudicative body. Clearly the matter cannot be left where it is.

It may be that the Board has already taken some action on these matters of which neither I nor the President of the A.U.N.B.T. (with whom I spoke yesterday afternon and evening by telephone) is aware. If it has taken such action as would make this letter unnecessary I shall be happy. If not, I trust that you will be able to persuade the Board to take the action requested.

Yours sincerely,

C. Brough Macpherson,
President.

January 23, 1969.

Prof. C. Brough Macpherson,
President,
Canadian Association of University Teachers,
233 Gilmour Street,
Ottawa 4, Ontario.

Dear Prof. Macpherson :

This is to acknowledge receipt of your letter of January 17th in regard to the activities of Professor Norman Strax of this University and action taken to date by Members of the Board of Governors in the matter.

While it is not customary for the Board to meet each month, since the Strax affair this has been the case. At a meeting in mid-December, it was agreed no further action be taken at that time since

Mr. Justice Barry had not delivered his judgment. I was instructed to so advise the A.U.N.B.T., pointing out that Members of the Board did not wish to take any further action with regard to the suspension of Dr. Strax while the matter was still before the Court.

At its meeting on January 16th the Board again resolved to take no action until its next meeting in mid-February. The Members had a lengthy discussion but felt that until the time for an appeal had elapsed they should await for the outcome of such a possibility. If this did take place then the matter would still be before the Courts.

In your letter you state that the report of the Committee contains a serious mis-statement about the *Policy Statement* of your Association. Professor George A. McAllister was the Chairman of this Committee. In view of your comments, I have taken the liberty of sending them along to him with the request that he write directly to you in regard to this criticism.

I had hoped to have the opportunity to go over this matter with you when the representatives of the C.A.U.T. meet with the representatives of the A.U.C.C. on January 24th to discuss, amongst other matters, your *Policy Statement* of February, 1968. Unfortunately, as I have advised your Executive Secretary, I have had a commitment for January 24th for the past year and so it is not possible for me to be in Ottawa on that date. I had hoped the meeting could be set for the 25th but Dr. Andrew advised it was unsatisfactory in so far as you are concerned. I am coming to Ottawa on January 29th and will be there until the afternoon of the 31st. Would it be possible to meet with you and Mr. Smith at any time during that period to discuss this whole matter ? I do hope this might be possible.

Our University Committee, made up of non-faculty members of the Board of Governors, members of the faculty appointed by the Senate and others appointed by the A.U.N.B.T., has begun a series of meetings to discuss and draft new terms and conditions of employment for this University. (Such a procedure was agreed upon in the spring of last year after the same Committee met for several months to produce the new University Act.) As I believe you know, a detailed document on this matter was prepared and approved by the Association of the University of New Brunswick Teachers. It is being used as the basis for our discussions and, at the same time, the Committee will take into

consideration the *Policy Statement* of the C.A.U.T. However, as I believe you also know, your *Policy Statement* has not been adopted or accepted by either the Board of Governors or the Senate of this University. In so far as the Board is concerned, I expect that its members will want to know the outcome of the discussions and deliberations between the A.U.C.C. and the C.A.U.T. before adopting, either in whole or in part, the *Policy Statement* of the C.A.U.T.

Yours most sincerely,
Colin B. Mackay,
President.

Appendix 7

President C. B. Mackay

If your Board is not prepared to take any action until mid-February I do not see what purpose could be served by my coming to Ottawa to meet you this week. If your Board could be made to realize that I must act by February 8 and that the consequences might affect them I should propose a meeting of some influential Board-Members, some C.A.U.T. and A.U.N.B.T. Officers and ourselves in Fredericton before that date. If you judge this feasible would February 3 be an agreeable date ? Alternately February 4, 5 or 6 would be possible for me. Please reply if convenient (416)928-3344.

C. B. Macpherson

Appendix 8

President Colin Mackay,
University of New Brunswick,
Fredericton.

I have to tell you that the C.A.U.T. Executive and Finance Committee, while approving our proposed meeting in Fredericton on February 19 and 20, were determined to make clear their intention of preparing for further action without delay thereafter, if that should seem to them necessary. They have therefore resolved to call a special meeting of the C.A.U.T. Council for March 15, and to inform the press now. The text of the press release to be issued this afternoon follows.

I should add that the satisfactory measures referred to in the resolution are of course what the visiting committee hopes to discuss with the Board on February 20. A copy of this telegram is going to Professor Brewer, President of the A.U.N.B.T.

C. B. Macpherson

Press Release

Ottawa, Ontario.
February 10, 1969.

Preparations have been made which would enable the Canadian Association of University Teachers to censure the President and Board of the University of New Brunswick. A special meeting of the full Council of the Association is being called by the Association executive at the earliest possible date. The Council will be asked to censure the President and Board of the University of New Brunswick unless they have before then taken satisfactory measures in relation to Professor Norman Strax. Since a Council meeting cannot be called without thirty days' notice to the heads of all the constituent faculty associations, the Council is to be convened on March 15.

The C.A.U.T. and the Association of University of New Brunswick Teachers have repeatedly protested against the action of the University President and Board in suspending Professor Strax without any charges or any provision for an adjudicative hearing, and have requested the Board to agree to such a hearing. The Board has still not done so.

On January 17, the President of the National Association, Dr. C. B. Macpherson, on the advice of the Association's Committee on Academic Freedom and Tenure, wrote to Dr. Colin Mackay, President of the University, urging that action be taken before the C.A.U.T. Executive meeting on February 8, and proposing a meeting of some influential members of the Board with some officers of the national and local Associations before that date. Dr. Mackay would not undertake to arrange such a meeting either then or later, but readily agreed to meet some officers of the two Associations on February 19, the day before the next meeting of the University of New Brunswick Board. The President of the U.N.B. Teachers' Association was also anxious that the C.A.U.T. should send some of its officers to Fredericton. Accordingly, it was arranged that three C.A.U.T. officers, Professor Macpherson,

Professor J. B. Milner, and Professor Percy Smith, will be in Fredericton on February 19 and 20 to hold discussions with Dr. Mackay and the U.N.B. Teachers' Association, and to be available to the Board at the time of its meeting.

The C.A.U.T. Executive, in session in Ottawa this week-end, endorsed that arrangement, but believed that such talks might lead only to further delay unless the University was made fully aware of the urgent view that the C.A.U.T. Executive took. Accordingly, the Executive passed the following resolution :

> "That a special meeting of the C.A.U.T. Council be called for March 15, at which the Executive and Finance Committee will recommend that the Council censure the President and Board of the University of New Brunswick unless satisfactory measures in relation to Dr. Norman Strax have been taken by the President and Board by that time."

The letter to Dr. Mackay on January 17 had said that the University, in order to restore its good name, should now not only agree to an adjudicative hearing, but should also take two other steps. The letter stated :

> "It would seem that the only acceptable course of action, still, is an adjudication before an arbitration committee established along the lines of the C.A.U.T. *Policy Statement* in which *all disputes* between the University of New Brunswick and Professor Strax can be settled once and for all.
>
> "But more than this now appears to us to be needed to restore the good name of the University of New Brunswick in the Canadian academic community. The injunction which restrains Professor Strax from setting foot in the University in effect turns his suspension into a dismissal. To keep it in force now, while there has still been no adjudicative hearing of any charges arising out of the matters that in the opinion of the University made the suspension necessary, appears to be a denial of elementary justice. Moreover, during all this time in which he has not been given an adjudicative hearing on any such charges, he has been put to heavy expenses in the law suit brought against him by the University, including now the costs of both parties and the 'exemplary damages' awarded against him, none of which need have been incurred if

the University had, simultaneously with the suspension, granted an academic adjudicative hearing of charges against him. Because these expenses, now falling on Professor Strax, are the result of the University's failure to proceed in the normal academic way, it seems reasonable that the University should assume these expenses.

"For these reasons it appears to us that the University, in order to restore its standing in the academic community, will have to take immediate steps

" (i) to institute arbitration proceedings along the lines of the C.A.U.T. *Policy Statement* in which arbitration of all claims by the University against Professor Strax and by Professor Strax against the University are submitted to settlement;

" (ii) to dissolve the injunction against Professor Strax; and,

"(iii) to assume the entire costs of the litigation and to release Professor Strax from all liability for the damages and costs in your case against him."

The costs of the litigation, for all of which Professor Strax is liable unless he should succeed in an appeal, already amount to over six thousand dollars. Still more would be needed to prepare a case for an appeal, which Professor Strax has so far been unable to do.

Censure by the C.A.U.T. Council would mean that all members of the C.A.U.T. outside the University of New Brunswick would be advised not to accept appointments there, and that others considering appointments there would be advised to inform themselves of the C.A.U.T.'s reasons for the censure.

Appendix 9

February 12, 1969.

Prof. C. Brough Macpherson,
President,
Canadian Association of University Teachers,
233 Gilmour Street, Suite 700,
Ottawa 4, Ontario.

Dear Professor Macpherson :

This is to acknowledge receipt of your most recent telegram which reached my office on Monday, February 10th. I regret that it could

leave the impression that I was not prepared to arrange any meeting with the C.A.U.T. As you know (and readily admitted in our conversation over the telephone) it would not have been practical or possible for me to pick "some influential members of the Board" to meet with officers of the C.A.U.T. and of the A.U.N.B.T.

I was quite prepared to meet with you and Percy Smith while I was in Ottawa from January 29th to the 31st, but you expressed the view that such a meeting could serve no useful purpose. I would agree that the telegram may be strictly accurate in so far as it refers to the type of meeting suggested in your earlier communication, but unfortunately it does leave the impression that I was not prepared to meet with you before February 19th.

Yours most sincerely,
Colin B. Mackay,
President.

Appendix 10

February 21, 1969

Professor Douglas Brewer,
Chairman, Faculty Association,
University of New Brunswick,
Fredericton, N.B.

Dear Professor Brewer :

In view of the uncertainties still apparent when we left the Board meeting yesterday Professor Macpherson, Professor Berland and I thought it might be helpful to you if we set down on paper our position as we see it. I am sending a photocopy of this letter to President Mackay as well. I have written this from Professor Macpherson's and my own notes, but Professor Macpherson has not seen it. He is in Colorado this week-end and we thought it best not to wait for his return. I have read the letter over the phone to Professor Berland and he concurs.

The visiting C.A.U.T. committee would recommend to the Executive and Finance Committee and to the Council of the C.A.U.T. that censure not be imposed if

(1) the Board of Governors offers Professor Strax arbitration along the following lines, subject, of course, to any different terms freely agreed between Professor Strax and the University, and

(2) the University takes immediate steps to have the injunction dissolved when Professor Strax and the University agree in principle to arbitration.

Before setting out "the following lines" that represent the kind of offer to arbitrate that we think the C.A.U.T. would regard as discharging the Board's moral obligation to Professor Strax, perhaps I should record, as I understand them, Professor Macpherson's points about the injunction.

His first point was that while the Board might feel that the injunction gives it security against further disturbance, it has not in fact done so. Indeed, the existence of the injunction quite possibly aggravated the causes of last week's "sit-in". On the other hand, if Professor Strax is allowed back on the campus, with an arbitration agreed to, he is most unlikely to start any disruptive tactics that would prejudice his case.

Professor Macpherson's major point of principle, however, was that an injunction is not a proper weapon for a university to use in disputes between a professor and the administration. The C.A.U.T. is bound to challenge it. If the injunction remains unchallenged, more and more universities are likely to resort to it, given the tendency of one university to copy another's practice if it appears successful, superficially at least.

In the present situation the injunction was thought to necessitate a law suit to establish that Professor Strax was a trespasser, and the existence of the law suit has been used by the Board to justify its inaction in granting an adjudicative hearing of the main issue — the justice and propriety of the suspension itself, and the appropriate action to follow it. It seems not to have been realized that the University could discontinue its law suit at any time by agreement with Professor Strax. Hence we believe that the existence of the law suit does not justify that inaction, and never has done so. Nevertheless the law suit has been so used. This is the really serious matter that the C.A.U.T. is bound to resist. If it is not challenged, this use of the injunction and civil suits could become a pattern for any Canadian university that wished to delay a proper adjudicative hearing, or indeed any adjudicative hearing, until it was too late to be effective — too late to afford the individual any justice.

The C.A.U.T. has consistently, throughout its discussions about the Strax affair, maintained its policy that disputes should be settled

by institutions within the university community where the community's ethic could be applied rather than standards designed by the common law for other occasions.

If the University is prepared to apply to dissolve the injunction immediately upon reaching agreement in principle to arbitrate with Professor Strax, the visiting committee would consider that the Board has discharged its obligation if in good faith it offers arbitration along these lines :

(1) The issue should be stated as the appropriate penalty, if any, to be imposed on Professor Strax for his part in the Library incidents. In deciding the issue the arbitrators should have regard to their university community and not to the principles of the common law.

(2) In determining the facts the arbitrators should have a transcript of the evidence taken at the Board Committee's hearing and at the trial of *U.N.B. vs. Strax,* and this evidence should be accepted, but further evidence should be allowed from either side if it is relevant to the determination of the appropriate penalty, that is the mitigation or aggravation of the penalty.

(3) The arbitrators should be explicitly authorized to decide only

(a) that the University was justified in its suspension and to award that the University dismiss Professor Strax with his full salary or at least to the date of the award, or some lesser penalty that in the opinion of the arbitrators is justified in the circumstances established by the evidence, or

(b) that the University is not justified in its suspension and to award Professor Strax full re-instatement with restoration of all his rights and privileges as a member of the Faculty.

(4) The arbitrators should be selected from outside the University of New Brunswick, unless Professor Strax agrees to a committee of arbitrators otherwise composed, whether of members wholly or partly from within the University of New Brunswick.

(5) In all other respects the guidelines of the C.A.U.T. *Policy Statement* should be applied in principle.

In our discussion with the Board yesterday we did not touch on the other "requirement" of the visiting Committee (and the Executive and Finance Committee) that the University assume the costs of the

litigation and surrender its claim to the judgment of $2,000. That remains, of course, the Executive and Finance Committee's requirement, but, as we indicated on Wednesday when we met with President Mackay, the visiting Committee was prepared to consider a proposal to arbitrate those items, rather than require them to be settled as a pre-requisite to arbitration.

If the University insists that they be put in issue in the arbitration, then the issue referred to in paragraph (2) above should be stated to include the matter of the judgment for $2,000 exemplary damages and the costs in the action of *U.N.B. vs. Strax*. This issue might be regarded in a sense as an appeal from the court decision, not to the Court of Appeal (as Professor Strax is presently attempting) but to arbitrators from the university community instead, and the arbitrators, on this issue as well, should be guided by their notions of the general sense of equity in the Canadian university community.

The C.A.U.T. does not support Professor Strax in his appeal to the Court of Appeal and it has so advised him. It would quite agree that he should have to elect to proceed by arbitration or the Court of Appeal, but most certainly not both. We believe that Professor Strax fully understands and accepts this, and the offer of arbitration could so state the election.

May I repeat what I said yesterday to the Board, because I am not sure that the Board understood me clearly. The C.A.U.T. does not act as Professor Strax's advocate. The C.A.U.T. is concerned about Professor Strax as part of the Canadian academic community, over 10,000 of whose members are also members of the C.A.U.T. In asking the Board to offer arbitration and to withdraw the injunction, it speaks for the community, not for Professor Strax. In no way can it bind Professor Strax. It can only assure the Board that it will withdraw its public opposition to the Board if the Board complies with the C.A.U.T. suggestions. The outcome of fair arbitration is not involved in the discussion. Professor Strax may win or lose.

I hope this letter may be helpful in bringing about an acceptable solution of the Strax affair.

Yours sincerely,
J. B. Milner,
Chairman.

Press Release **Appendix 11**

Ottawa, Ontario.
February 24, 1969.

Attention of C.A.U.T. has been called to recent inaccurate press statements on the issues involved in the meetings of representatives of C.A.U.T. with President Mackay, the Board of Governors and the Association of University Teachers at New Brunswick on 19-20 February in connection with the special meeting of the C.A.U.T. Council called for 15 March to consider censure of the administration of U.N.B. Since 17 January President Mackay and the Board of Governors have been aware that the C.A.U.T. which represents some 11 thousand professors in Canadian universities feels most strongly that several steps must be taken by the University of New Brunswick to correct its present relationship to Professor Norman Strax. C.A.U.T. has insisted that proper academic arbitration procedures be established to deal with the disputes between the University administration and Professor Strax and that the court injunction which presently prohibits Professor Strax from setting foot on campus be lifted. C.A.U.T. has argued that at the present time this injunction is not useful in that it cannot achieve its proposed end of eliminating dangers of disruption on campus. More important it is an undesirable and extremely dangerous precedent to establish in Canada, which can lead to serious abuses and which furthermore can delay or prevent the proper guarantees of equity as these are understood in the Canadian Academic Community. C.A.U.T. has urged that the court injunction be lifted when general terms of reference for arbitration have been agreed upon by President Mackay and Professor Strax. A third consideration has been the issue of legal costs and damages assessed to Professor Strax as a result of court actions to date. C.A.U.T. is willing to have this matter of costs subject of recommendation by the Academic Arbitration Committee.

Appendix 12

Professor C. Brough Macpherson, 25 February 1969
President,
Canadian Association of University Teachers,
233 Gilmour Street, Suite 700,
Ottawa 4, Ontario.

Dear Professor Macpherson :

I was glad that you were able to come to the University on Wednesday and Thursday of last week to discuss matters arising out of the

suspension of Professor Norman Strax. On Wednesday, I met with you and your associates, Professors A. Berland and J. B. Milner, and with the Executive members of the A.U.N.B.T. on this campus; Vice-President A. G. Bailey and Professor George McAllister were present at the meeting. On Thursday, you had an opportunity, together with your associates and the President of the A.U.N.B.T., to meet with the Board of Governors; you requested a reply to your representations by the end of the month.

As was mentioned in our discussions, as well as in our correspondence, the Board has been kept fully informed of the C.A.U.T. representations; in particular, copies of your letter of January 17th and your telegram of February 10th were sent to the members in advance of the meeting. Both in your letters and in your telegram you requested the Board to take three "immediate steps" :

(1) to institute proceedings along the lines of the C.A.U.T. *Policy Statement* in which arbitration of all claims by the University against Professor Strax and by Professor Strax against the University are submitted to settlement;

(2) to dissolve the injunction against Professor Strax, and,

(3) to assume the entire costs of the litigation and to release Professor Strax from all liability for the damages and costs in your case against him.

In your letter you required an adequate response to the steps and in your telegram you required that satisfactory measures be taken.

The members of the Board discussed and gave the most careful consideration to each of the three steps, both in the light of the situation present and in the light of your representations. As you know, the Board is very much concerned that procedures of general application should be adopted to govern cases of suspension and dismissal and the matter is before a Joint Committee of the Board, the University Senate, and the A.U.N.B.T. As you also know, the Board has taken the position that the court action arose out of the exigencies of the situation it faced. In that action, the University claimed an injunction and damages; it also placed in issue as such its right to suspend Professor Strax. The court found the suspension lawful on the basis of evidence adduced at a trial lasting some four and one-half days.

Your discussions with me and with the Board canvassed the widest ambit of matters in relation to the suspension, the nature and stage of the litigation, the right of Professor Strax to appeal, the procedural and substantive aspects of an arbitration and the powers that might be given to an arbitration board under the provisions of the University Act. I am authorized to advise you that the Board would be prepared to accede to a non-binding arbitration on certain aspects of the suspension (viz. aspects of the redress or disciplinary action open to the University) which you feel were not in issue or sufficiently in issue in the litigation provided satisfactory arrangements can be established between the parties. However, the Board is not able to accede to your proposal that it take steps to dissolve or vacate the injunction and to your further proposal as expressed in step (3).

As you may know, Professor Strax appeared before the Court of Appeal on Friday, February 21st, and stated his intention to appeal the decision; he was granted an extension of time to file the appropriate papers and my understanding is that the case has been set over until the April sitting of the Court. The University solicitor has advised that in these circumstances the case should be considered sub-judice. In the discussions with me on February 19th and with the Board on February 20th, it was indicated to you that the Board could undertake no step at that time which could be construed as prejudicing or compromising Professor Strax's right to an appeal or that would compromise or prejudice the right of the University on any such appeal. I know the Board would expect me to reiterate this point of view in the light of the present stage of the appeal and of Professor Strax's expressed intention to appeal.

I hope that you will feel that the willingness of the Board to meet in part your request for an arbitration is an "adequate" or "satisfactory" response in the circumstances present. The Board's willingness to go ahead was based on the matters which were brought out in your discussions with me and with the Board; in particular agreement would first have to be reached on the terms of the reference or submission to a board and on the powers of any such board. I think we all were agreed that these matters are quite complex and would require a precise definition; if the proposal made is acceptable in principle, the agreement would have to be worked out in the light of the litigation and the

substantive points expressed to you in the discussions. As I indicated above, the discussions also canvassed a number of the procedural aspects of such an arbitration including the composition of a board.

I would hope that all such matters could be approached in good faith with an agreement worked out and reached as expeditiously as possible. Professor Strax was not a party to the discussions and you indicated to the Board that you could not speak for him in any way. The Board, let me say, fully appreciates that you were speaking only for the C.A.U.T.; reciprocally, the response made by the Board should be understood as a response to the C.A.U.T. I would appreciate receiving your views at an early date so that, if the proposal made is acceptable, the necessary discussions can be set up at once.

A copy of this letter will be sent to Professor D. G. Brewer, the President of the A.U.N.B.T., and, for his information, to Professor Strax.

Since I am being asked for the Board's reaction to your proposals, I feel we should release a copy of this letter to the press on Thursday afternoon.

Yours most sincerely,

Colin B. Mackay,
President.

Appendix 13

March 5, 1969.

Dr. Colin B. Mackay,
President,
The University of New Brunswick,
Fredericton, New Brunswick.

Dear Dr. Mackay :

This will acknowledge your letter of February 25 in which you set out the position taken by the Board of Governors of the University of New Brunswick in response to the proposals made by the Executive of the C.A.U.T., which had been conveyed to you and the Board in my letter of January 17 and my telegram of February 10, and which I and Professor Milner (the chairman of the C.A.U.T. Committee on Academic Freedom and Tenure) and Professor Berland (the Executive Secretary Designate of the C.A.U.T.) discussed with you and the Board

in Fredericton on February 19 and 20. You will no doubt have been made aware already of my disappointment with the position the Board has taken, since as soon as your letter was released to the press on February 27 I was asked for, and gave, interviews to the C.B.C. and independent radio stations in Fredericton and to the St. John *Telegraph-Journal,* all of whom I presume would then have been in touch with you about this. I want now to set out the reasons why we find the Board's position unacceptable, although the fact that it is unacceptable can come as no surprise to you or the Board after our full and frank discussions on February 19 and 20.

We made it clear then, I had thought, that each of the three "immediate steps" we had requested the Board to take (as quoted in the second paragraph of your letter of February 25) left some leeway as to timing and method of handling. We said that we were perfectly willing to have (3), the matter of the costs of the litigation, put into arbitration rather than treated as a separate step. We said that we regarded (2), the dissolution of the injunction against Professor Strax, as a matter of principle which we were bound to challenge, and that we could not accept anything less than a dissolution of the injunction prior to the arbitration. As to (1), the setting up of arbitration, we agreed that the terms of reference would have to be defined, and we went some way towards saying what we would consider satisfactory terms. Our position on this was set out more fully, the day following our meeting with the Board, in a letter from Professor Milner to Professor Brewer, the president of the A.U.N.B.T., on February 21, a copy of which went to you.

The Board's response to our three proposals as modified in our discussions on February 19 and 20, is, as I understand it from your letter of February 25, that they will do nothing at all about (2) or (3), and would accede only in part to (1).

As to (2) and (3), your statement that "the Board is not able to accede to your proposal that it take steps to dissolve or vacate the injunction and to your further proposals as expressed in step (3)" means, I presume, that they are unwilling to commit themselves to dissolving the injunction at any time, and are unwilling either to assume all or part of the costs of litigation or to have the matter of those costs put into the arbitration.

The Board's response to (1) is to offer an arbitration the limits and effectiveness of which are, to say the least, left in great doubt. You say "the Board would be prepared to accede to a non-binding arbitration on certain aspects of the suspension (viz. aspects of the redress or disciplinary action left open to the University) which you feel were not in issue or not sufficiently in issue in the litigation . . ."

It may be that by "non-binding" the Board meant only to say that it would not accede to an arbitration the result of which could be enforced on the Board in the courts but that it would accede to an arbitration the result of which the Board would regard as morally binding on itself. But that is not what your letter says.

Again, it may be that the Board's willingness to have only "certain aspects of the suspension" submitted to arbitration is not too far removed from our willingness to limit the arbitration in certain ways. But that the aspects submitted to arbitration should be limited to "aspects of the redress or disciplinary action open to the University" is surely extraordinarily narrow : indeed it appears derisory.

Possibly these questions about the scope and sanctions of an acceptable arbitration could be resolved by clarification. But I have to say that, as long as the Board is unwilling to do anything about the injunction, there is in our view no point in seeking such clarification.

I cannot emphasize too strongly that in our view an injunction is not a proper weapon for a university to invoke in disputes between a professor and the administration. We must challenge it, for if it went unchallenged it would stand as a precedent for any other Canadian university. And when, as in this case, the injunction is accompanied by a civil law suit, the precedent is even more undesirable. The injunction against Professor Strax was thought by the Board to necessitate a law suit to establish that Professor Strax was a trespasser, and the existence of the law suit has been used by the Board to justify its inaction in granting an adjudicative hearing of the main issue — the justice and propriety of the suspension itself, and the appropriate action to follow it. It seems not to have been realized that the University could discontinue its law suit at any time by agreement with Professor Strax. Hence we believe that the existence of the law suits does not justify that inaction, and never has done so. Nevertheless the law suit has been so used. This is the really serious matter that the C.A.U.T. is bound to resist.

If it is not challenged, this use of the injunction and civil suits could become a pattern for any Canadian university that wished to delay a proper adjudicative hearing, or indeed any adjudicative hearing, until it was too late to be effective — too late to afford the individual any justice.

I should say also that the Board's continued reservations about what action is now possible in view of the fact that Professor Strax had stated his intention of appealing the decision in Court of Appeal, do not appear to us to be well-based. We did assure you that in our understanding Professor Strax was perfectly willing to drop the appeal if he was assured of a satisfactory kind of academic arbitration. Since he is the sole author of the appeal, surely the decision whether to drop it should be his decision. The Board's expression of continued concern about the appeal appears, in these circumstances, to be somewhat unrealistic.

Copies of your letter of February 25 and of this letter will go to all the members of the C.A.U.T. Council, and they will be asked to make a decision about censure at the Council meeting on March 15.

Copies of this letter are being sent to Professor Brewer, the president of the A.U.N.B.T., and, for his information, to Professor Strax, and will be released to the press tomorrow.

Yours sincerely,

C. B. Macpherson,
President.

Appendix 14

Press Release

7 March 1969 : Not to be released before 12 noon.

The Canadian Association of University Teachers today indicated that the settlement of the case of Professor Norman Strax recently proposed by the President and Board of Governors of the University of New Brunswick is regarded as unsatisfactory. The Council of the C.A.U.T. has been called together for a special meeting on March 15 in Montreal to make a decision about censure of the President and Board of U.N.B.

The Strax Case has been active since last September. The University of New Brunswick suspended Prof. Strax on 24 September for what it considered disruption of library procedures when he persistently refused to show his ID Card to withdraw books from the university library. In suspending Prof. Strax the University did not then state formal reasons or provide opportunity for arbitration or an adjudicative hearing. When Prof. Strax refused to vacate his office and leave the campus within 24 hours, as he was ordered to do, the University obtained a court injunction and initiated a civil suit. Both the C.A.U.T., a national organization of university professors representing some 12,000 members at 46 Canadian colleges and universities, and the U.N.B. Faculty Association have pressed the University President and Board for over 4 months to agree to a standard procedure of university arbitration. The University has preferred to press its case against Prof. Strax in the civil courts, which in December ordered the injunction to be made permanent, and assessed against Prof. Strax all legal costs and exemplary damages to the University of $2,000.

During a visit by a 3-man delegation from the C.A.U.T. to the U.N.B. campus in Fredericton on 19-20 February, 3 steps were proposed to the University as the conditions for avoiding the official censure of the C.A.U.T.

These were that the University agree to an academic arbitration in the spirit of the policies of the C.A.U.T.; second, that they request the courts to lift the permanent injunction which prevents Prof Strax from ever setting foot on the campus; and third that the University assume the extensive legal costs and damages assessed against Prof. Strax in the University's civil suit. C.A.U.T. has indicated its willingness to allow an arbitration committee to consider the issue of legal costs and damages as well as to adjudicate the question of the appropriate penalty, if any, to be imposed on Prof. Strax for his part in the library incidents, in keeping with the general sense of equity in the Canadian university community.

President Mackay of U.N.B. has stated in a letter dated 25 February, to Prof. C. B. Macpherson, President of C.A.U.T., that he and the Board are willing to undertake only a non-binding arbitration on limited aspects of the Strax case. He stated further that the Board "is not able to accede to your proposal that it take steps to dissolve or vacate the injunction" or to the proposal on court costs. No reasons for these decisions have been given.

President C. B. Macpherson of C.A.U.T. has now replied to President Mackay that he regards this proposed settlement as unsatisfactory. In a detailed letter to President Mackay on 5 March Prof. Macpherson set out the reasons why C.A.U.T. finds the Board's position unacceptable, although, Prof. Macpherson states, "the fact that it is unacceptable can come as no surprise to you or the Board after our full and frank discussions on February 19 and 20".

The C.A.U.T. Council which now meets on 15 March consists of the National Executive and the Presidents of the 46 local faculty associations that make up the C.A.U.T. They will be asked to consider a vote of censure against the President and Board of Governors of the University of New Brunswick. If this censure is approved, U.N.B. will be the second university administration officially censured by the C.A.U.T in its 20 years of existence. The first university President and Board officially censured was that of Simon Fraser University in 1968.

The text of Prof. C. B. Macpherson's letter to President Mackay follows : *(This is printed in Appendix 13.)*

Appendix 15

March 10, 1969.

Professor C. Brough Macpherson,
President,
Canadian Association of University Teachers,
233 Gilmour Street, Suite 700,
Ottawa 4, Ontario.

Dear Professor Macpherson :

This will acknowledge your letter of March 5th, in which you set out your position in response to my letter of February 25th. I conveyed the views of the Board of Governors on the "immediate steps" proposed by you and by your Executive Committee, to bring about a resolution of issues arising out of the suspension of Professor Norman Strax. As you state in your letter, the C.A.U.T. position on a number of points expressed to the Board was more fully set out in a letter from Professor J. B. Milner to Professor D. G. Brewer, the then President of the A.U.N.B.T., under date of February 21st. A copy of that letter was sent to me by Professor Milner.

In your letter of March 5th, you make certain comments on the response of the Board to "steps" (1) and (3); viz., the institution or arbitration proceedings and the assumption of costs. You state that "possibly" your "questions about the scope and sanctions of an acceptable arbitration could be resolved by clarification." In the light of your discussions with the Board and in the light of Professor Milner's letter to Professor Brewer, I am quite sure that matters in these areas could be resolved by clarification. You will note that in my letter of February 25th, with respect to "step" (1), I expressed the hope that all such matters could be approached in good faith with an agreement worked out and reached as expeditiously as possible. With respect to "step" (3), you will note that my letter of February 25th indicated that the Board could not accede to your proposal "as expressed" in that step.

The substantial difference between the C.A.U.T. and the Board at this time would appear to arise in relation to "step" (2) : viz. your proposal that the Board should dissolve or vacate the injunction against Professor Strax as a condition precedent to some form of arbitration. There was no suggestion in my letter that the Board would be unprepared to dissolve or vacate the injunction at any time. You will recall that in your discussions with me, as well as in your discussions with the Board, a suggestion was considered that it might be an acceptable resolution to maintain the injunction pending the outcome of some form of arbitration. The view of the Board, as expressed to you, was that it could not accede to your proposal that the injunction be dissolved or vacated as a condition precedent to arbitration or simultaneous with an arbitration. In addition, as was stated to you and expressed in my letter of February 25th, the litigation is sub-judice; Professor Strax has stated his intention to appeal the decision, and the views of the Board in this context are fully set out in the fifth paragraph of my letter of February 25th.

In expressing your insistence with respect to the dissolution of the injunction, you state, "We must challenge it, for if it went unchallenged it would stand as a precedent for any other Canadian university." Professor Milner, in his letter to Professor Brewer, states that "the C.A.U.T. is bound to challenge it" (the injunction). In effect, your position would appear to be that a university should never resort to the processes of the law, and if it does it will incur censure. Therefore, the C.A.U.T. now must censure the University of New Brunswick

because it has used the normal processes of the law. Surely, this position is indefensible in principle and a censure, in the present circumstances, when other matters appear to be capable of satisfactory resolution, is unwarranted.

Your reasons make it clear that, if censure is imposed, it will be because of your insistence that the University give up or forego its legal rights and remedies as a matter of C.A.U.T. policy or proposed policy as such. But, this is a right open to every citizen and any organization. In the present instance the C.A.U.T. appears to be attempting to deny such a right to any university. The reasons you have expressed are independent of and extraneous to the issues of the suspension. I believe your insistence on "step" (2) goes too far and, with respect to the circumstances and issues of the suspension, beyond any requirements for an acceptable resolution.

I have noted particularly your statement that, in your understanding, Professor Strax is willing to drop the appeal if assured of a satisfactory kind of academic arbitration and your statement that, "since he is the sole author of the appeal, . . . the decision whether to drop it should be his decision." In your presentation to the Board you indicated that the C.A.U.T. would not support Professor Strax's appeal because, among other reasons, the C.A.U.T. was unprepared to take the risk of adding status to the definition of suspension effected by the judgment in the event an appeal should prove unsuccessful. Also, I have noted that Professor Milner, in his letter to Professor Brewer, stated that "the C.A.U.T. does not support Professor Strax in his appeal . . . and it has to advised him." Professor Milner continues that Professor Strax "should have to elect to proceed by arbitration or to the Court of Appeal, but most certainly not both." I would further note that, in your presentation to the Board, you stated that you could not speak for Professor Strax. A similar reservation is expressed by Professor Milner : "In asking the Board to offer arbitration and to withdraw the injunction, it (C.A.U.T.) speaks for the community, not for Professor Strax. In no way can it bind Professor Strax. It can only assure the Board that it will withdraw the public opposition to the Board if the Board complies with the C.A.U.T. suggestions."

The case is, as I have stated above, sub-judice; nevertheless, I think it proper to point out that the several statements bear serious implications. Also, I would add that they reflect on the strength of

the C.A.U.T. case against the University, on the fairness of the repeated condemnations, on the propriety of the public threat of censure prior to any discussion with the Board, and on the responsibility for censure if imposed. The record is clear as to when you sought a meeting with the Board, as to your refusal to meet with me in Ottawa for preliminary discussions, and as to your view that "there is . . . no point in seeking . . . clarification" with respect to step (1) in areas where agreement would appear possible.

The members of the Board of Governors are very much concerned to find an acceptable and fair solution to the issues arising out of the suspension, as I indicated to you in my letter of February 25th. They gave the most careful consideration to each of the "steps" proposed by C.A.U.T. both in the light of the situation present and in the light of your representations. I expressed the hope that you would feel that the willingness of the Board to meet in part your request for an arbitration would be considered an "adequate" or "satisfactory" response in the present circumstances. I would hope that on re-consideration you will find the response to have been "adequate" in the circumstances. As I indicated in my letter of February 25th, the Board's willingness to go ahead was based on the matters which were brought out in your discussions with me and with the Board. I think we were all agreed that these matters were quite complex, and I think we would agree that there were common understandings. Let me assure you that the University is prepared to go ahead at once on the basis proposed to you.

It has been suggested that a Committee of the A.U.C.C. might be set up to examine into and report on the procedures appropriate in circumstances where a university finds it necessary to resort to litigation. Perhaps you might care to comment on such a suggestion.

Yours most sincerely,
Colin B. Mackay,
President.

Ottawa, Ontario,
March 13, 1969.

President Colin B. Mackay,
University of New Brunswick,
Fredericton, N.B.

Acknowledging your letter of March 10, I must offer a crucial correction. Our position has never been that "a university should never resort to the processes of the law, and if it does so it will incur censure". Our position, which is on the use of the injunction and civil suits in disputes between a professor and the university administration, is stated in my letter of March 5 and is far from the position you impute. If A.U.C.C. should study the general problem, I hope it will clearly understand this. I do not find in the rest of your letter anything which brings closer a resolution of the remaining differences between us and between the Board and Professor Strax.

C. B. Macpherson

Appendix 16

Fredericton, N.B.
March 11, 1969.

Dr. J. Percy Smith,
C.A.U.T. National Office,
233 Gilmour Street,
Ottawa 4, Ontario.

The General Faculty of the University of New Brunswick (inclusive of all full-time faculty members) urges all C.A.U.T. Council members to give utmost consideration to dealing immediately and effectively with the matter of arbitration in the case of Professor Strax as previously requested by C.A.U.T. and agreed by the Board of Governors. We feel definitely assured that such arbitration broadly based as to terms will be accepted as morally binding and will resolve to a decision by an independent group of Professor Strax's peers.

The General Faculty at a meeting March 10 almost unanimously (two opposing votes only) requested its Secretary to forward the above statement to all members of the C.A.U.T. Council in order to ensure that everything possible be done to avoid censure at this time and to

emphasize that the essence of the request for arbitration has been agreed to, which request has been the pivotal point for C.A.U.T. and A.U.N.B.T. in its concern that academic procedures be available to Professor Strax.

Desmond Pacey,
Secretary of U.N.B. Faculty.

Dean Desmond Pacey,
University of New Brunswick,
Fredericton, N.B.

Re your telegram of March 11, I understand text of my letter to President Mackay dated 5 March was not before the general faculty meeting, although a copy had been sent to A.U.N.B.T. president and it had been released to the press on March 6. The lack of information at the meeting is reflected in the burden of your telegram. The arbitration offered by the Board according to President Mackay's letter of 25 February was only on "certain aspects of the suspension (viz. aspects of the redress or disciplinary action open to the University) which you feel were not in issue or sufficiently in issue in the litigation". I do not regard this as "broadly based". Moreover the Board has refused to dissolve the injunction simultaneously with entering arbitration. My letter stated that we consider that dissolution essential and explained why. Was the general faculty aware of this ?

C. B. Macpherson

The following statements was signed by 83 members of the Faculties of Arts and Science at the University of New Brunswick, and delivered to the Chairman of the Board of Governors on Friday, March 14, 1969.

To the Board of Governors of the University of New Brunswick :

We call upon the Board of Governors of the University of New Brunswick to institute, immediately, wide-ranging and morally-binding arbitration, to vacate the injunction against Professor Strax and to meet with the University Faculty at once to discuss the Board's position in the Strax's affair.

R. T. McKinnell
March 13, 1969

Les deux premières études sur les avantages sociaux offerts aux professeurs des universités du Canada remontent aux exercices 1964-1965[1] et 1965-1966.[2] L'enquête dont voici le rapport s'est effectuée un peu différemment des études précédentes: plutôt que d'adresser le questionnaire d'enquête à l'association des professeurs, c'est l'administration de l'université qui nous transmet les renseignements qui par la suite sont vérifiés par l'association locale des professeurs. Environ cent cinquante personnes apportent leur collaboration au succès de cette enquête: recteurs, vice-recteurs, trésoriers, directeurs du personnel, présidents d'associations, professeurs et autres.

Des quarante-quatre universités qui ont reçu en octobre dernier le questionnaire de l'enquête, quarante-deux nous soumettent l'information. À noter que St. John's College et St. Paul's College sont maintenant intégrés à l'University of Manitoba. À l'University of Saskatchewan et à l'University of Toronto, en dépit de rappels répétés, de pressions exercées auprès de l'administration par l'association locale et d'autres personnes, ces universités démontrent que ce délai de cinq mois semble insuffisant pour nous fournir l'information demandée.

L'étude porte sur les avantages sociaux suivants: coût des avantages sociaux (tableau 1), caisse de retraite (tableau 2-a, parties I et II, tableau 2-b, parties I et II), assurance-vie (tableau 3), assurance-maladie (tableau 4), assurance-hospitalisation, régime public (tableau 5-a), assurance-hospitalisation, régime privé (tableau 5-b), congé de maladie avec solde (tableau 6), assurance-invalidité (tableau 7), congé sabbatique (tableau 8), congé avec solde (tableau 9), congé sans solde (tableau 10), nombre de professeurs en congé sabbatique, en congé avec solde, en congé sans solde (tableau 11), exonération totale ou partielle des frais d'études (tableau 12), indemnité de déplacement (tableau 13), indemnité de déménagement (tableau 14), prêt personnel ou garanties d'un prêt personnel (tableau 15), prêt hypothécaire (tableau 16).

Le tableau 0 intitulé "sommaire de l'étude sur les avantages sociaux" indique l'évantail des régimes d'avantages sociaux de chacune des

universités. Voici un bref aperçu des avantages sociaux en vigueur dans l'ensemble des universités.

COÛT DES AVANTAGES SOCIAUX

Le montant des coûts des avantages sociaux correspond à celui que l'université débourse annuellement. Ce montant par rapport au pourcentage des traitements des professeurs varie de 3 à près de 20 pour cent. Dans l'ensemble des universités, ce pourcentage atteint 10 pour cent. Le calcul du pourcentage des traitements que représente le coût des avantages sociaux selon la province paraît au tableau A. [3]

TABLEAU A - Selon la province, coût des avantages sociaux exprimé comme pourcentage des traitements des professeurs, 1967-1968 et 1968-1969.

province	1967-1968	1968-1969
	%	%
Terre-Neuve	9.2	10.2
Île-du-Prince-Édouard	3.0	3.8
Nouvelle-Écosse	10.8	10.5
Nouveau-Brunswick	8.6	9.5
Québec	8.8	9.5
Ontario	8.5	9.0
Manitoba	9.5	9.6
Saskatchewan	-	-
Alberta	12.5	11.7
Colombie-Britannique	11.6	11.9
C A N A D A	9.7	10.0

CAISSE DE RETRAITE [4]

Nous distinguons deux genres de caisse de retraite. 1) Le fonds de retraite progressif: la rente de retraite de l'adhérent correspond au produit de trois éléments: un "facteur" exprimé généralement comme pourcentage d'un traitement moyen, le "nombre" d'années d'adhésion au régime et le "traitement moyen" calculé durant une période déterminée. 2) La caisse d'épargne-retraite: les prestations de retraite de l'adhérent prennent la forme d'une quelconque rente viagère constituée de l'accumulation des cotisations investies et du rendement de l'investissement.

Vingt-neuf universités adoptent un régime de fonds de retraite progressif: quatorze utilisent dans le calcul des prestations de retrai-

te la variable "traitement moyen des dernières années d'adhésion ou des années les mieux rémunérées", dix mesurent le traitement moyen d'après toutes les années d'adhésion au régime. Le pourcentage des cotisations de l'adhérent varie de 5 à 6.5 pour cent du traitement, soit du traitement annuel de base, soit du traitement réel augmenté de suppléments pour divers services. L'âge normal de la retraite se situe généralement à 65 ans. Les régimes de dix de ces universités permettent une revalorisation des prestations de retraite, soit au moyen de revisions périodiques, soit par l'addition d'une composante régime d'épargne-retraite, soit par un régime complémentaire de même type. Dix-huit régimes stipulent immédiatement à l'adhésion, les droits de l'adhérent aux contributions de l'université soit que, lors du départ de l'institution avant la retraite, l'adhérent choisisse, soit une rente différée, soit qu'il demande un transfert à un autre régime de retraite du fonds ou de deux fois le montant de ses cotisations. Quatre régimes accordent ce droit après cinq ans d'adhésion, quatre, après 10 ans et deux, jamais. Si le décès survient avant l'âge normal de la retraite, environ 40 pour cent des régimes de retraite donnent immédiatement droit aux contributions de l'université, 25 pour cent après 5 ou 10 ans d'adhésion et environ 35 pour cent, jamais. Douze de ces universités ne prennent aucune mesure dans la situation où les prestations de retraite de l'adhérent s'avéreraient insuffisantes.

Treize universités maintiennent en vigueur un régime de caisse d'épargne-retraite dont les contributions de l'adhérent et de l'université s'établissent entre 10 et 15 pour cent du traitement, soit du traitement annuel de base, soit du traitement réel augmenté de rétributions pour services. Pour permettre une revalorisation des prestations de retraite, deux régimes prévoient des revisions périodiques en plus de la compensation pour l'augmentation générale des prix et de la productivité par le rendement de l'investissement. L'âge normal de la retraite se situe à 65 ans. Dans tous les régimes sauf deux, les adhérents ont immédiatement droit, à l'adhésion, aux contributions de l'université s'ils choisissent, lors d'un départ de l'université avant l'âge de la retraite, soit une rente différée, soit un remboursement, soit un transfert à un autre régime de retraite. À quatre universités, lors du décès de l'adhérent avant l'âge normal de la retraite, le droit aux contributions de l'université ne lui est pas consenti. Trois universités n'interviennent pas si les prestations de retraite sont insuffisantes et deux n'ont pas

de politique à ce sujet.

Voici la liste des universités qui ont signé des ententes bilatérales sur le transfert des caisses de retraite avec certains organismes et quelques gouvernements:

Carleton:	gouvernement du Canada
Guelph:	gouvernement du Canada
Laurentienne:	gouvernements du Canada et de l'Ontario
Laval:	gouvernements du Canada et du Québec, Université de Montréal
McGill:	gouvernement du Canada et Société centrale d'hypothèques et de logement
McMaster:	gouvernements du Canada et de l'Ontario
Memorial:	gouvernements du Canada et de Terre-Neuve
Montréal:	gouvernement du Québec et l'Université-Laval
U. N. B.:	gouvernements du Canada et de la Saskatchewan
Ottawa:	gouvernements du Canada et de l'Ontario
R. M. C.:	universités: Carleton, Laval, McGill, McMaster, Trent, Waterloo, Waterloo Lutheran, Guelph, Ottawa
Trent:	gouvernements du Canada et de l'Ontario, quelques universités
Waterloo:	gouvernement du Canada et University of Toronto

ASSURANCE-VIE

Toutes les universités disposent d'un régime d'assurance-vie, sauf Moncton. L'adhésion est facultative ou obligatoire et dans environ 70 pour cent des régimes, l'université acquitte au moins 50 pour cent de la prime. La valeur nominale correspond généralement à un multiple du traitement et à la majorité des universités, ce pourcentage décroît avec l'âge. Le montant maximal de la valeur nominale moyenne se situe entre $ 45 000 et $ 50 000. Près des deux tiers des régimes exonèrent de prime l'adhérent frappé d'incapacité.

ASSURANCE-MALADIE

Winnipeg et Brandon ne disposent d'aucun régime d'assurance-maladie. À environ les deux tiers des universités, l'adhésion au régime demeure facultative et dans la même proportion, l'université acquitte au moins 50 pour cent du montant de la prime d'assurance. Dans l'ensemble on retient deux genres de régimes. 1) Un régime simple, sans franchise

(environ 50 pour cent des régimes) ou avec franchise dont le montant varie entre $ 20 et $ 100 par personne. Plus de 50 pour cent de ces régimes ne limitent à aucun montant maximal les prestations de l'assurance et généralement l'assuré ne participe pas aux frais.

2) La moitié des universités sont dotées d'un régime à deux sections: régime de base sans franchise, sans participation aux frais par l'assuré et sans montant maximal des prestations; une section "protection majeure" dont le montant annuel de franchise se situe entre $ 10 et $ 50 par personne, dont la participation aux frais est de 20 pour cent et dont le montant maximal des prestations varie entre $ 5 000 et $ 20 000 avec privilège de réintégration de cette garantie si l'adhérent soumet un certificat de rétablissement.

ASSURANCE-HOSPITALISATION

Toutes les provinces sont dotées d'un régime public d'assurance-hospitalisation. Seulement dans les provinces de l'Ontario et du Manitoba, le régime prévoit le paiement direct de primes. Aux dix-huit universités de ces provinces, huit d'entre elles acquittent partiellement (50 pour cent) le montant de cette prime.

Vingt universités maintiennent en vigueur un régime privé d'assurance-hospitalisation dont l'adhésion est obligatoire à huit d'entre elles. Neuf universités défrayent au moins 50 pour cent du montant de la prime. Généralement les prestations de cette assurance remboursent les frais de séjour à l'hôpital lorsque l'adhérent occupe une chambre deux lits. Certains frais de séjour lors de l'hospitalisation sont également défrayés par vingt-trois régimes d'assurance-maladie.

CONGÉ DE MALADIE AVEC SOLDE

La moitié des universités disposent d'un régime de congé de maladie avec solde. Ces régimes sont, soit fonction des années de service, soit fonction du rang du professeur, soit fonction de la durée de la maladie ou déterminés durant le délai de carence de l'assurance-invalidité. À l'autre moitié des universités, les ententes prévoient dans l'ensemble le versement du traitement complet durant le délai de carence de l'assurance-invalidité.

ASSURANCE-INVALIDITÉ

Les trois quarts des universités offrent un régime d'assurance-invalidité; les trois quarts de ces régimes stipulent l'adhésion obligatoire. Toutes les universités participent partiellement au coût de l'assurance. Ces régimes garantissent les prestations d'incapacité dans la situation de tout genre d'incapacité (seize régimes), dans la situation d'une incapacité totale (treize régimes). Les prestations mensuelles maximales sont fonction d'un pourcentage du traitement et varient entre $ 600 et $ 2 000. Le délai de carence se situe entre deux et six mois et généralement l'université verse le plein traitement durant cette période. À environ 60 pour cent des universités, soit le régime, soit l'université se chargent du versement des contributions à la caisse de retraite durant les périodes d'incapacité de l'adhérent.

CONGÉ SABBATIQUE ET CONGÉ AVEC SOLDE

Lors de la rédaction de la section du questionnaire sur les congés, nous les définissons en ces termes:

- congé sabbatique: congé payé auquel un professeur a droit après une certaine période de service à l'institution;
- congé avec solde (excluant les congés durant le trimestre de l'été): ces congés s'ajoutent ou remplacent le congé sabbatique. Plusieurs institutions exemptent temporairement certains professeurs des tâches d'enseignement pour leur permettre de se consacrer à des études, à la recherche.

Neuf universités ne possèdent pas de politique (régime ou ententes) sur les congés sabbatiques. À vingt-quatre universités il s'agit d'un régime déterminé et à sept, d'ententes. Les conditions du congé sabbatique sont très variables et à vingt et une universités, le professeur s'engage à retourner à l'institution au terme du congé. À plus de 60 pour cent des universités, le traitement durant le congé s'établit à 50 pour cent du traitement annuel et à près de 40 pour cent des universités, si le congé est de six mois, le professeur peut recevoir le traitement complet. Une université n'accorde les congés sabbatiques qu'aux titulaires et aux agrégés, quinze,

qu'aux titulaires, aux agrégés et aux adjoints et quatorze, à tous les professeurs.

L'estimation du nombre de professeurs en congé sabbatique au Canada (tableau B), au cours de l'exercice 1968-1969, indique que 575 professeurs bénéficient d'un congé sabbatique, soit 2.2 pour cent de l'ensemble des professeurs durant le présent exercice: selon le rang, 3.9

TABLEAU B - Selon le rang, nombre de professeurs en congé sabbatique, en congé avec solde et pourcentage de ces nombres par rapport à l'ensemble de la population des professeurs, 1968-1969 (estimation)

	total		titulaires		agrégés		adjoints		chargés d'enseignement	
	no	%	no	%	no	%	no	%	no	%
congé sabbatique	341	2.2	122	3.9	129	3.0	75	1.2	15	0.7
congé avec solde	234*	1.5	22	0.7	28	0.6	95	1.6	76	3.6
total	575*	3.7	144	4.6	157	3.6	170	2.8	91	4.3

* ce total comprend également les 13 professeurs de Guelph non déclarés selon le rang

pour cent des titulaires, 3.0 pour cent des agrégés, 1.2 pour cent des adjoints et 0.7 pour cent des chargés d'enseignement sont en congé sabbatique.

Huit des neuf universités qui ne possèdent pas de politique sur les congés sabbatiques disposent de congés avec solde dont la durée varie entre 3 et 36 mois. À quinze universités, il s'agit de régimes, à quatorze, d'ententes. Les conditions du congé avec solde sont aussi variables que celles du congé sabbatique et à vingt-deux universités, le professeur s'engage à retourner à l'institution au terme du congé. Le traitement durant le congé s'établit généralement à 50 pour cent du traitement. À quelques universités, le plein traitement est versé durant le congé selon la période durant laquelle il s'écoule. À vingt et une universités, tous les professeurs peuvent bénéficier d'un congé avec solde, à quatre, il ne s'applique qu'aux titulaires, aux agrégés et aux adjoints, à deux, aux adjoints et aux chargés d'enseignement, à une, aux titulaires et aux agrégés et à une, aux titulaires. Durant l'exercice 1968-1969 (tableau B), 234 professeurs jouissent d'un congé avec solde,

soit 1.5 pour cent de l'ensemble des professeurs: selon le rang, 0.7 pour cent de l'ensemble des titulaires, 0.6 pour cent de celui des agrégés, 1.6 pour cent de celui des adjoints et 3.6 pour cent de celui des chargés d'enseignement.

CONGÉ SANS SOLDE

Deux universités n'ont pas défini de politique au sujet des congés sans solde. La durée du congé, lorsque précisée, varie selon la justification du congé. Généralement l'université n'exige pas un nombre minimal d'année(s) de service avant de consentir à un congé sans solde.

TABLEAU C - Selon le rang, nombre de professeurs en congé sans solde et pourcentage de ce nombre par rapport à l'ensemble de la population des professeurs, 1968-1969 (estimation)

	total		titulaires		agrégés		adjoints		chargés d'enseignement	
	no	%	no	%	no	%	no	%	no	%
congé sans solde	229	1.5	42	1.4	49	1.1	91	1.5	47	2.2

229 professeurs des universités sont en congé sans solde durant la présente année universitaire (tableau C), soit 1.5 pour cent de l'ensemble des professeurs: selon le rang, 42 titulaires, soit 1.4 pour cent de tous les titulaires, 49 agrégés, soit 1.1 pour cent de tous les agrégés, 91 adjoints, soit 1.5 pour cent de tous les adjoints et 47 chargés d'enseignement, soit 2.2 pour cent de l'ensemble des chargés d'enseignement.

EXONÉRATION TOTALE OU PARTIELLE DES FRAIS D'ÉTUDES

Vingt-cinq universités accordent une remise complète ou partielle sur les frais d'études du professeur, de son conjoint ou de ses enfants. Généralement, tous les professeurs peuvent bénéficier de cette remise immédiatement à la nomination quels que soient le niveau d'études et le genre d'inscription de l'étudiant. Le tiers de ces universités exonèrent entièrement ou partiellement des frais d'études le conjoint ou les enfants des professeurs décédés. À certaines universités, on fait la distinction entre les études professionnelles et les études de culture.

INDEMNITÉ DE DÉPLACEMENT

Dans cette section qui traite des indemnités de déplacement, le questionnaire de l'enquête ne portait aucune définition d'un organisme professionnel ou d'une société savante. L'interprétation donnée à cette

classification relève donc de chaque université. En presque toutes les occasions, l'université défraye les dépenses de transport, de logement et les faux frais. Dans l'ensemble la limite imposée à la fréquence des déplacements provient du montant du budget à cette fin. Les trois niveaux de l'administration de l'université sont appelés à traiter des demandes et à préparer les budgets mais la structure d'administration et de décision n'est pas commune à toutes les universités.

INDEMNITÉ DE DÉMÉNAGEMENT

Presque toutes les universités, à l'exception de quatre, ont une politique arrêtée sur l'indemnisation d'un professeur qui habite à une certaine distance de la localité. Près de la moitié de ces universités consentent des indemnités à la condition que le professeur s'engage à demeurer à l'institution un certain nombre d'année(s), sinon il devra rembourser au prorata le montant de l'indemnité. La plupart des dépenses encourues lors d'un déménagement sont acquittées par l'indemnité. Le montant maximal est déterminé suivant, soit le point d'origine, soit le traitement du professeur, soit l'état civil, soit un montant fixe. Sauf quelques exceptions, tous les professeurs, quel que soit le rang, sont admissibles à une indemnité.

PRÊT PERSONNEL OU GARANTIES D'UN PRÊT PERSONNEL

Neuf universités, suivant une politique ou devant des cas exceptionnels consentent à des prêts personnels ou à donner les garanties d'un prêt personnel. Le montant maximal est généralement déterminé selon la nature du besoin. La perception des sommes s'effectue habituellement par des retenues sur le traitement.

PRÊT HYPOTHÉCAIRE

Le quart des universités consentent des prêts hypothécaires à leurs professeurs. Dans un peu plus de la moitié de ces universités, il s'agit d'une deuxième hypothèque. Le prêt hypothécaire maximal varie entre $ 5 000 et $ 25 000. Dans quelques universités, la valeur marchande de la maison détermine le montant maximal de l'hypothèque. La période de remboursement du prêt hypothécaire s'établit entre 5 et 20 ans.

Mireille Lapointe
chargé de recherches

[1] Bulletin de l'A.C.P.U., tome 13, no 4, mai 1965, pp. 33-45

[2] Bulletin de l'A.C.P.U., tome 14, no 4, avril 1966, pp. 64-71
_____, tome 15, no 1, octobre 1966, pp. 66-84

[3] Moyenne pondérée des traitements selon la province, 1967-1968 et 1968-1969, veuillez consulter le Bulletin de l'A.C.P.U., tome 17, no 3, février 1969, p. 15

[4] Dans l'évaluation des qualités d'un régime de retraite, veuillez consulter le rapport de la Commission Ingraham sur les régimes de retraite pour le corps professoral dans les universités canadiennes, Les Presses de l'université Laval et l'University of Toronto Press, 1966.

[5] Les primes de l'assurance-invalidité sont assujetties à l'impôt sur le revenu mais non pas les prestations de l'assurance-invalidité.

[6] Veuillez consulter l'énoncé de principes de l'A.C.P.U. sur les régimes de congé sabbatique, Bulletin de l'A.C.P.U., tome 16, no 1, octobre 1967, pp. 105-108 (pp. 102-104)

TRADUCTION DE QUELQUES TERMES TECHNIQUES

A *assurance-invalidité: long-term disability insurance*

C *caisse de retraite: pension plan*
caisse d'épargne-retraite: money purchase plan

D *délai de carence: waiting period*

E *exonération des frais d'études: remission of tuition fees*
exonération de prime: waiver of premium

F *fonds de retraite progressif: fixed pension plan*
franchise: deductible

H *hypothèque: mortgage*

I *indemnité: allowance*
incapacité: disability

P *prestation: benefit*
participation aux frais: portion of the cost paid by the insured
permanence de l'emploi: tenure
premier cycle d'études: undergraduate studies

R *revalorisation des prestations: adjustment of benefits*
recyclage: refresher course
retenue sur le traitement: payroll deduction

V *valeur nominale: face value*

t a b l e a u 0

S O M M A I R E de l'étude sur les avantages sociaux: 1968-1969

institution	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*	*12*	*13*	*14*	*15*
Acadia	X	X	X	X	X	X	X	X	X	X	X	X	-	-	X
Alberta	X	X	X	X	X	X	X	X	X	X	X	X	-	-	X
Bishop's	X	X	X	X	X	-	X	-	X	X	X	X	-	X	X
Brandon	X	X	X	-	-	X	X	X	X	-	X	X	X	-	X
U. B. C.	X	X	X	X	-	X	X	-	X	-	X	X	-	-	X
Brock	X	X	X	X	X	X	-R	-	X	oR	X	X	-	-	X
Calgary	X	X	X	X	X	X	X	X	X	-	X	X	-	-	X
Carleton	X	X	X	X	-	X	X	X	X	X	X	X	-	X	X
Dalhousie	X	X	X	X	X	X	X	-	-	-	X	X	-	X	X
Guelph	X	X	X	X	X	X	-	X	X	-	X	X	-	-	X
Lakehead	X	X	X	X	X	X	X	X	X	X	X	X	-	-	X
Laurentienne	X	X	X	X	X	X	X	X	X	-	X	X	-	X	X
Laval	X	X	X	X	X	X	X	X	X	X	X	X	-	-	X
Lethbridge	X	X	X	X	X	X	X	X	X	-	X	X	-	-	X
Loyola	X	X	X	X	-	-	X	-	X	-	X	X	X	X	X
Manitoba	X	X	X	X	-	X	X	X	X	-	X	X	-	-	X
McGill	X	X	X	X	-	X	-R	X	X	X	X	X	X	X	X
McMaster	X	X	X	X	-	X	-	X	X	X	X	X	-	-	X
Memorial	X	X	X	X	-	X	X	X	X	X	X	X	X	X	X
Moncton	X	X	-	X	X	-	X	X	X	X	X	X	-	-	X
Montréal	X	X	X	X	-	-	-	X	X	X	X	X	-	-	X
Mt. Allison	X	X	X	X	X	-	-	X	X	X	X	X	X	-	X
U. N. B.	X	X	XR	X	-	-	X	X	X	X	X	X	-	-	X
Notre Dame	X	X	X	X	-	-	X	X	X	X	X	-	-	-	X
Nova Scotia	X	X	X	X	-	-	-	X	X	-	X	X	-	-	X
Ottawa	X	X	X	X	-	X	X	X	X	X	X	X	-	-	X
Queen's	X	X	X	X	X	X	X	X	X	-	X	X	-	X	X
R. M. C.	-	X	X	X	-	-	-	X	X	-	X	X	-	-	X
St. Dunstan's	X	X	X	X	o	X	X	-	-	X	X	X	X	-	X
St. Francis X.	X	X	X	X	X	-R	X	X	X	X	X	X	-	R	XR
St. Mary's	X	X	X	X	X	X	X	-	X	X	X	X	-	X	X
Saskatchewan	o	o	o	o	o	o	o	o	o	o	o	o	o	o	o
Sherbrooke	X	X	X	X	X	X	X	X	X	X	X	X	-	-	X
Simon Fraser	X	X	X	X	-	X	oR	oR	oR	-	X	X	-	-	X
Sir G. Wms.	X	X	X	X	X	-	-	X	X	X	X	X	-	-	X
Toronto	o	o	o	o	o	o	o	o	o	o	o	o	o	o	o
Trent	X	XR	XR	XR	XR	XR	X	-	X	X	X	X	X	-	X
Victoria	X	X	X	X	-	X	X	X	X	-	X	X	X	-	X
Waterloo	X	X	X	X	-	X	X	X	X	X	X	X	-	-	X
Waterloo Luth.	X	X	X	X	-	X	oR	o	o	X	X	X	-	-	X
Western	X	X	X	X	X	X	R	R	R	-	X	X	-	-	X
Windsor	X	X	X	X	-	X	X	X	X	X	X	X	X	-	X
Winnipeg	X	X	X	-	-	X	X	-	X	-	X	X	X	-	X
York	X	X	X	X	X	X	X	-	X	X	X	X	-	X	X

1 coût; 2 caisse de retraite; 3 assurance-vie; 4 assurance-maladie; 5 assurance-hospitalisation non publique; 6 assurance-invalidité; 7 congé sabbatique; 8 autres congés avec solde; 9 congé sans solde; 10 exonération des frais d'études; 11 indemnité de déplacement; 12 indemnité de déménagement; 13 prêts personnels; 14 prêts hypothécaires; 15 congé de maladie

X régime en vigueur; R revision en cours; - aucun régime; o aucun renseignement

tableau 1

SELON L'INSTITUTION, TRAITEMENTS DES PROFESSEURS, COÛT DES AVANTAGES SOCIAUX DÉFRAYÉ PAR L'INSTITUTION, COÛT DES AVANTAGES SOCIAUX EXPRIMÉ COMME POURCENTAGE DES TRAITEMENTS DES PROFESSEURS: 1967-1968 et 1968-1969* *estimation

institution	1967-1968			1968-1969			avantages sociaux dont le montant est inclus dans le coût**													
	traitements des professeurs	coût des avantages sociaux		traitements des professeurs	coût des avantages sociaux		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	$	$	%	$	$	%															
Acadia	1 149 000	74 685	6.5	1 389 800	90 337	6.5	X	X	X	-	X	X	-	-	-	-	-	-	-	-	-
Alberta	11 540 000	1 350 000	11.7	14 700 000	1 540 000	10.5	X	-	-	-	-	X	X	X	-	X	X	-	-	-	-
Bishop's	770 374	85 377	11.1	880 250	123 064	14.0	X	X	X	-	X	-	-	-	X	X	X	-	-	-	-
Brandon	859 774	25 771	3.0	1 028 352	34 908	3.4	X	X	-	-	-	X	-	-	-	-	-	-	-	-	-
U. B. C.	17 380 234	1 911 826	11.0	19 264 490	2 119 094	11.0	X	X	X	-	-	X	-	-	-	-	-	-	-	-	-
Brock	844 500	66 293	7.8	1 171 400	99 569	8.5	X	X	X	-	X	X	-	-	-	-	-	-	-	-	-
Calgary	4 391 405	693 490	15.8	5 697 305	927 520	16.3	X	-	-	-	-	X	X	X	-	X	X	-	-	-	-
Carleton	3 697 011	367 314	9.9	4 682 800	471 900	10.1	X	X	X	X	-	X	-	-	-	-	-	-	-	-	-
Dalhousie	3 999 270	468 239	11.7	5 118 635	614 000	12.0	X	X	-	-	-	X	X	-	-	-	-	-	-	-	-
Guelph	4 101 300	221 200	5.4	5 790 600	370 600	6.4	X	X	X	-	X	X	-	-	-	-	-	-	-	-	-
Lakehead	1 272 000	189 400	14.9	1 681 000	269 100	16.0	X	X	X	X	X	X	X	X	X	X	-	-	X	-	
Laurentienne	1 665 531	294 407	17.7	1 690 350	332 838	19.7	X	X	X	X	-	X	X	X	-	X	X	-	X	X	-
Laval	9 366 000	1 025 400	10.9	10 790 000	1 418 900	13.2	X	X	X	-	-	X[b]	X	-	X	X	X	-	-	X	X[a]
Lethbridge	731 200	43 900	6.0	1 362 600	84 300	6.2	X	-	-	-	-	X	-	-	-	-	-	-	-	-	-
Loyola	2 200 000	200 000	9.1	2 700 000	250 000	9.3	X	X	X	-	-	-	-	-	-	-	-	-	-	-	-
Manitoba[c]	8 029 117	802 912	10.0	9 700 000	970 000	10.0	X	X	X[d]	-	-	X	-	-	-	-	X	-	-	-	X[e]
McGill	12 249 264	914 800	7.5	13 372 341	1 125 712	8.4	X	X	X	-	-	X	-	-	-	-	-	-	-	-	-
McMaster	5 760 167	567 836	9.9	7 059 913	647 025	9.2	X	X	X	-	-	X	X	X	X	X	X	-	-	X	-
Memorial	4 388 221	401 849	9.2	6 400 000	650 000	10.2	X	X	X	-	-	X	X	X	X	X	X	X	X	X	-
Moncton	935 000	82 000	8.8	1 302 000	100 000	7.7	X	-	-	-	-	-	X	X	X	X	X	-	-	-	-
Montréal	-	-	-	8 783 150	677 558	7.7	X	X	-	-	-	-	-	-	-	-	-	-	-	-	-
Mt. Allison	1 136 177	157 588	13.9	1 205 000	164 000	13.6	X	X	-	-	-	-	-	X	X	X	X	-	-	-	-
U. N. B.	3 095 000	205 000	6.6	3 620 000	321 000	8.9	X	X	X	-	-	-	X	X	X	X	X	-	-	X	-
N. D., Nelson	383 452	46 759	12.2	411 919	34 440	8.4	X	-	X	-	-	-	X	X	X	X	-	-	-	-	-
Nova Scotia	862 500	55 250	6.4	1 021 865	62 475	6.1	X	X	X	-	-	-	-	-	-	-	-	-	-	-	-
Ottawa	4 690 400	469 040	10.0	5 672 940	567 294	10.0	X	X	X	X	-	X	X	X	X	X	X	-	-	X	-
Queen's	6 565 000	512 070	7.8	8 536 000	682 880	8.0	X	X	X	-	-	X	-	-	-	-	-	-	-	-	-
St. Dunstan's	395 886	12 007	3.0	530 000	20 100	3.8	X	X	X	-	-	X	X	-	X	X	X	X	-	-	-
St. Francis X.	1 629 000	229 689	14.1	2 025 000	243 000	12.0	X	X	X	-	X	-	X	X	X	X	X	-	X	-	-
St. Mary's	703 818	76 337	10.8	1 042 061	99 024	9.5	X	X	-	-	-	X	X	-	-	X	X	-	-	-	X[b]
Sherbrooke	2 783 025	230 917	8.3	3 799 869	319 983	8.4	X	X	X	-	X	X	X	-	X	X	X	-	-	X	-
Simon Fraser	3 253 356	351 362	10.8	4 023 433	434 530	10.8	X	X	X	-	-	X	-	-	-	-	-	-	-	-	-
Sir G. Wms.	2 173 410	155 400	7.2	3 063 200	219 000	7.1	X	X	-	-	-	-	-	-	-	-	-	-	-	-	-
Trent	919 850	43 233	4.7	1 307 000	65 350	5.0	X	X	X	X	X	X	-	-	-	-	-	-	-	X	-
Victoria	3 020 456	475 244	15.7	3 954 375	703 700	17.8	X	X	X	-	-	X	X	X	-	X	X	X	-	-	-
Waterloo	5 532 000	348 516	6.3	6 243 000	455 739	7.3	X	X	X	X	-	X	-	-	-	-	-	-	-	-	-
Waterloo Luth.	1 482 515	92 965	6.3	1 740 416	125 830	7.2	X	X	X	X	-	X	-	-	-	-	-	-	-	-	-
Western	8 218 200	772 511	9.4	9 174 641	862 416	9.4	X	X	X	X	X	X	-	-	-	-	-	-	-	-	X[e]
Windsor	3 158 286	176 953	5.6	4 300 516	325 565	7.6	X	X	X	X	-	X	-	-	-	-	-	-	-	-	-
Winnipeg	773 328	86 696	11.2	1 081 000	128 500	11.9	X	X	-	-	-	X	-	-	-	X	X	-	-	X	-
York	3 506 272	255 958	7.3	5 394 396	501 679	9.3	X	X	X	-	X	X	-	-	-	-	-	-	-	-	-

** 1 caisse de retraite; 2 assurance-vie; 3 assurance-maladie; 4 assurance-hospitalisation publique; 5 assurance-hospitalisation privée; 6 assurance-invalidité; 7 congé sabbatique; 8 congé avec solde; 9 exonération des frais d'études; 10 indemnité de déplacement; 11 indemnité de déménagement; 12 prêts personnels; 13 prêts hypothécaires; 14 congé de maladie avec solde; 15 autres.

[a] prêts, bourses et perfectionnement des professeurs; [b] 1968-1969 seulement; [c] incl. St. John's et St. Paul's; [d] assurance-chirurgie; [e] régime des pensions du Canada; [b] frais d'études en vue d'un grade supérieur.

t a b l e a u 2-a, partie I

F O N D S D E R E T R A I T E P R O G R E S S I F (genre 1): 1968-1969

institution	*adhésion*	*formule de calcul des prestations de retraite*	*cotisations de l'adhérent*	*revalorisation des prestations de retraite*	*âge de la retraite selon le sexe**			
						1	*2*	*3*
Acadia	*obligatoire, délai de 12 mois*	*2% par année, moyenne des traitements durant les 5 années les mieux rémunérées* *maximum de 70% du traitement moyen*	*6% du traitement annuel de base augmenté du supplément pour tâche administrative* A- *et* B-	*revision périodique à tous les 3 ans*	H. F.	- -	65 65	- -
Alberta	*obligatoire titulaire, agrégé: immédiate autres: délai de 12 mois*	A- 1.5% *par année* B- 2.0% *par année* *moyenne des traitements durant les 5 années consécutives les mieux rémunérées* *maximum de 70% du traitement moyen*	A- 4.5% *du traitement* B- 6.0% *du traitement* *traitement annuel de base* *traitement maximal de $ 18 000*	*revision périodique à tous les 3 ans*	H. F.	60[a] 60[a]	65 65	65 65
Bishop's	*obligatoire, immédiate*	*moins de 37 ans: 1% par année* *37 ans et plus: 2% par année* *moyenne des traitements des 10 années les mieux rémunérées, moins les prestations du régime public du Québec* *maximum de 70% du traitement moyen*	*moins de 37 ans:* A- 1.2% *du traitement* B- 3.0% *du traitement* *37 ans et plus:* A- 4.2% *du traitement* B- 6.0% *du traitement* *traitement annuel de base*	*nil*	H. F.	57 50	67 60	70 67
Brandon	*obligatoire, immédiate*	*2% par année, moyenne des traitements de toutes les années d'adhésion*	*6% du traitement annuel de base* A- *et* B-	*nil*	H. F.	- -	- -	68 68
Brock	*obligatoire, immédiate sauf chargé d'enseignement: délai de 1 an*	A- 1.5% *par année* B- 2.0% *par année* *moyenne des traitements de toutes les années d'adhésion*	A- 3.5% *du traitement* B- 5.0% *du traitement* *traitement annuel de base*	*nil*	H. F.	- -	65 65	- -

* 1 *âge de la retraite facultative;* 2 *âge normal de la retraite;* 3 *âge de la retraite obligatoire*

[a] *au moins 25 années d'adhésion au régime*

A- *traitement sur lequel sont également prélevées les cotisations du régime public de retraite*
B- *excédent du traitement sur lequel sont prélevées les cotisations du régime de retraite de l'institution*

tableau 2-a, partie I (suite)

FONDS DE RETRAITE PROGRESSIF (genre 1): 1968-1969

institution	*adhésion*	*formule de calcul des prestations de retraite*	*cotisations de l'adhérent*	*revalorisation des prestations de retraite*	*âge de la retraite selon le sexe**			
						1	*2*	*3*
Calgary	*obligatoire rangs supérieurs: immédiate rangs inférieurs: délai de 1 an*	*2% par année , traitement moyen des 5 années consécutives les mieux rémunérées, moins les prestations du régime public du Canada* *maximum de 70% du traitement moyen*	*A- 4.5% du traitement* *B- 6.0% du traitement* *traitement annuel de base* *traitement maximal de $ 18 000*	*nil*	*H.* *F.*	- -	*65* *65*	- -
Dalhousie	*obligatoire délai de 1 an*	*A- 1.5% par année* *B- 2.0% par année moyenne des traitements des 5 dernières années d'adhésion* *maximum de 70% du traitement moyen*	*A- 4.5% du traitement* *B- 6.0% du traitement* *traitement annuel de base* *traitement maximal de $ 25 000*	*nil*	*H.* *F.*	- -	*65* *65*	- -
Guelph	*obligatoire immédiate*	*A- 1.15% par année* *B- 1.75% par année moyenne des traitements des 5 années consécutives les mieux rémunérées* *aucun maximum*	*A- 4.5% du traitement* *B- 6.0% du traitement* *traitement annuel de base*	*nil*	*H.* *F.*	*55* *55*	*65* *65*	- -
Lakehead	*obligatoire immédiate*	*25% des cotisations de l'adhérent accumulées durant son adhésion au régime, plus le rendement du surplus des contributions investi dans des sections à rendement variable, moins les prestations du régime public du Canada*	*A- 4.2% du traitement* *B- 6.0% du traitement* *traitement annuel de base*	*surplus des contributions investi dans un régime d'épargne-retraite: investissement dans des sections à rendement variable*	*H.* *F.*	*55* *55*	*65* *65*	- -
Laurentienne	*obligatoire immédiate*	*A- 0.75% par année* *B- 1.75% par année moyenne des traitements des 5 années les mieux rémunérées* *aucun maximum*	*A- 2% du traitement* *B- 5% du traitement* *traitement annuel de base*	*revision du régime*	*H.* *F.*	- -	*65* *65*	*70* *70*

* *1 âge de la retraite facultative; 2 âge normal de la retraite; 3 âge de la retraite obligatoire*

A- traitement sur lequel sont également prélevées les cotisations du régime public de retraite
B- excédent du traitement sur lequel sont prélevées les cotisations du régime de retraite de l'institution

tableau 2-a, partie I (suite)

FONDS DE RETRAITE PROGRESSIF (genre 1): 1968-1969

institution	adhésion	formule de calcul des prestations de retraite	cotisations de l'adhérent	revalorisation des prestations de retraite	âge de la retraite selon le sexe*			
						1	2	3
Laval	obligatoire immédiate	1.85% par année, moyenne des traitements des 5 années les mieux rémunérées au cours de la dernière décennie, moins les prestations du régime public du Québec maximum de 70% du traitement moyen	A- 4.5% du traitement B- 6.0% du traitement traitement annuel de base augmenté de suppléments pour tâche administrative et subvention de recherche de l'université	revision annuelle: relèvement ou abaissement maximal de 1% par année	H. F.	- -	- -	67 65
Manitoba	obligatoire immédiate	A- 1.5% par année B- 2.0% par année moyenne des traitements de toutes les années d'adhésion aucun maximum	A- 4.5% du traitement B- 6.0% du traitement traitement annuel de base augmenté de supplément pour tâche administrative	section caisse-d'épargne-retraite cf. tableau 2-b	H. F.	55 55	65 65	- -
McMaster	obligatoire et délai de 6 mois	I ou II au choix de l'adhérent: I: A- 0.93% par année B- 1.33% par année II: A- 1.2 % par année B- 1.6 % par année moyenne des traitements des 10 années les mieux rémunérées au cours des 15 dernières années d'adhésion	I ou II au choix de l'adhérent: I: A- 3.5% du traitement B- 5.0% du traitement II: A- 4.5% du traitement B- 6.0% du traitement traitement annuel de base augmenté de supplément pour tâche administrative	nil	H. F.	55 55	65 65	68 68
Memorial	obligatoire immédiate	A- 1.5% par année B- 2.0% par année moyenne des traitements des 5 années les mieux rémunérées maximum de 66 2/3% du traitement moyen	A- 4.2% du traitement B- 6.0% du traitement traitement annuel de base	nil	H. F.	60 60	65 65	68 68
Moncton	obligatoire et délai de 1 an	A- 1.5% par année B- 2.0% par année moyenne des traitements de toutes les années d'adhésion aucun maximum	A- 3.75% du traitement B- 5.0 % du traitement traitement annuel de base	nil	H. F.	55 55	65 65	65 65

* 1 âge de la retraite facultative; 2 âge normal de la retraite; 3 âge de la retraite obligatoire

A- traitement sur lequel sont également prélevées les cotisations du régime public de retraite
B- excédent du traitement sur lequel sont prélevées les cotisations du régime de retraite de l'institution

tableau 2-a, partie I (suite)

FONDS DE RETRAITE PROGRESSIF (genre 1): 1968-1969

institution	adhésion	formule de calcul des prestations de retraite	cotisations de l'adhérent	revalorisation des prestations de retraite	âge de la retraite selon le sexe*			
						1	2	3
Montréal	obligatoire et délai d'environ 1 an	A- 1.55% par année B- 2.25% par année moyenne des traitements des 35 dernières années d'adhésion	A- 3.5% du traitement B- 5.0% du traitement traitement annuel de base augmenté de toute indemnité pour service(s)	revision à tous les 3 ans	H. F.	- -	- -	65 65
U. N. B.	obligatoire immédiate	A- 1.3% par année B- 2.0% par année moyenne des traitements des 5 années les mieux rémunérées maximum de 70% du traitement moyen	A- 4.2% du traitement B- 6.0% du traitement traitement annuel de base	nil	H. F.	- -	65 65	- -
Nova Scotia	obligatoire immédiate	-	A- 4.4% du traitement B- 6.0% du traitement traitement annuel de base	nil	H. F.	- -	- -	65 60
Queen's	obligatoire immédiate	A- 1.5% par année B- 2.0% par année moyenne des traitements de toutes les années d'adhésion	A- 4.5% du traitement B- 6.0% du traitement traitement annuel de base	nil	H. F.	- -	65 65	- -
R. M. C.	obligatoire immédiate	2% par année, moyenne des traitements des 6 années consécutives les mieux rémunérées, moins les prestations de retraite du régime public du Canada maximum de 70% du traitement moyen	A- 4.7% du traitement B- 6.5% du traitement traitement annuel de base	nil	H. F.	60 60	65 65	65 65
St. Dunstan's	délai de 12 mois	-	A- 5.0% du traitement B- 5.0% du traitement	nil	H. F.	- -	65 60	- -
Sir G. Williams	obligatoire immédiate	A- 1.5% par année B- 2.0% par année moyenne des traitements de toutes les années d'adhésion aucun maximum	A- 3.75% du traitement B- 5.0 % du traitement traitement annuel de base augmenté de suppléments pour tâche administrative, cours du soir et d'été, subvention de recherche de l'université et tâche d'inscription	nil	H. F.	55 55	65 65	- -

* 1 âge de la retraite facultative; 2 âge normal de la retraite; 3 âge de la retraite obligatoire

A- traitement sur lequel sont également prélevées les cotisations du régime public de retraite

B- excédent du traitement sur lequel sont prélevées les cotisations du régime de retraite de l'institution

tableau 2-a, partie I (suite)

FONDS DE RETRAITE PROGRESSIF (genre 1): 1968-1969

institution	adhésion	formule de calcul des prestations de retraite	cotisations de l'adhérent	revalorisation des prestations de retraite	âge de la retraite selon le sexe*			
						1	2	3
Trent	obligatoire immédiate	40% des cotisations de l'adhérent accumulées au cours de son adhésion au régime maximum de 70% de la moyenne des traitements des 5 années consécutives les mieux rémunérées	A- 3.2% du traitement B- 5.0% du traitement traitement annuel de base augmenté de suppléments pour tâche administrative, cours d'été	nil	H. F.	- -	65 65	- -
Victoria	obligatoire immédiate	2% par année, moyenne des traitements des 5 années consécutives les mieux rémunérées, moins les prestations du régime public du Canada aucun maximum	A- 3.0% du traitement B- 5.0% du traitement traitement annuel de base augmenté de supplément pour tâche administrative	revision annuelle	H. F.	55 55	65 65	- -
Waterloo	obligatoire immédiate	A- 1.15% par année B- 1.75% par année moyenne des traitements des 5 années consécutives les mieux rémunérées aucun maximum	A- 4.2% du traitement B- 6.0% du traitement traitement annuel de base	revision périodique: relèvement ou abaissement maximal de 2% par année	H. F.	60 60	65 65	65 65
Western	obligatoire, titulaire, agrégé: immédiate autres: 1er juillet qui suit la nomination	régime de base[a] avant le 1er janvier 1966: 2% par année, moyenne des traitements de toutes les années d'adhésion après le 1er janvier 1966: 33 1/3 % des cotisations de l'adhérent depuis cette date, moins les prestations du régime public du Canada régime complémentaire[a] 2% par année (max. 20 ans), plus 1% par année au-delà de 20 ans (max. 20 ans), moyenne des traitements durant les 10 dernières années d'adhésion maximum de 60% du traitement moyen	A- 4.2% du traitement B- 6.0% du traitement traitement annuel de base traitement maximal de $ 25 000	régime complémentaire de retraite[a]	H. F.	60 60	65 65	- -

* 1 âge de la retraite facultative; 2 âge normal de la retraite; 3 âge de la retraite obligatoire

[a] A sa retraite, l'adhérent reçoit des prestations du régime complémentaire d'un montant égal à:"prestations hypothétiques du régime complémentaire", moins {"prestations du régime de base", plus "prestations du régime public du Canada"} ⟶ "prestations réelles du régime complémentaire"

A- traitement sur lequel sont également prélevées les cotisations du régime public de retraite

B- excédent du traitement sur lequel sont prélevées les cotisations du régime de retraite de l'institution

t a b l e a u 2-a, *partie I (suite)*

F O N D S D E R E T R A I T E P R O G R E S S I F (genre 1): 1968-1969

institution	adhésion	formule de calcul des prestations de retraite	cotisations de l'adhérent	revalorisation des prestations de retraite	âge de la retraite selon le sexe*			
						1	2	3
Windsor	obligatoire[a]	A- 1.2% par année B- 2.0% par année moyenne des traitements durant toutes les années d'adhésion aucun maximum	A- 3.2% du traitement B- 5.0% du traitement traitement annuel de base	nil	H. F.	55 55	65 65	67 67
Winnipeg	obligatoire immédiate	A- 1.5% par année B- 2.0% par année moyenne des traitements durant toutes les années d'adhésion aucun maximum	A- 4.5% du traitement B- 6.0% du traitement traitement annuel de base augmenté de suppléments pour tâche administrative, subvention de recherche de l'université	nil	H. F.	- -	65 65	- -
York	obligatoire immédiate	A- 1.125% par année B- 1.5 % par année moyenne des traitements durant toutes les années d'adhésion maximum de 70% du traitement moyen	A- 4.5% du traitement B- 6.0% du traitement traitement annuel de base augmenté de supplément pour tâche administrative	nil	H. F.	55 55	65 65	70 70

* 1 âge de la retraite facultative; 2 âge normal de la retraite; 3 âge de la retraite obligatoire

[a] adhésion immédiate si le professeur avant sa nomination adhérait à un autre régime de retraite, sinon délai d'un an; adhésion demeure facultative pour les professeurs féminins

A- traitement sur lequel sont également prélevées les cotisations du régime public de retraite

B- excédent du traitement sur lequel sont prélevées les cotisations du régime de retraite de l'institution

t a b l e a u 2-a, partie II

F O N D S D E R E T R A I T E P R O G R E S S I F (genre 1): 1968-1969

institution	*adhérent frappé d'incapacité*	*départ de l'institution avant l'âge de la retraite*	*décès avant l'âge de la retraite*	*engagement au-delà de l'âge normal de la retraite*	*prestations de retraite insuffisantes*
Acadia	*nil*	*moins de 5 ans d'adhésion: remboursement des cotisations de l'adhérent, intérêt minimal de 4%* *5 ans d'adhésion et plus:* *rente différée* *transfert du fonds à un autre régime, intérêt de 4%*	*moins de 5 ans d'adhésion: remboursement des cotisations de l'adhérent, intérêt de 4%* *5 ans d'adhésion et plus: remboursement du fonds, intérêt 4%*	*rente différée et cessation des contributions*	"ad hoc"
Alberta	*après 10 ans d'adhésion: début des prestations de retraite*[1] *cf. assurance-invalidité*	*moins de 10 ans d'adhésion:* *remboursement des cotisations de l'adhérent, intérêt de 5%* *transfert du fonds à un autre régime, intérêt de 5%* *de 10 à 15 ans d'adhésion:* *rente différée* *remboursement des cotisations de l'adhérent, intérêt de 5%* *transfert du fonds à un autre régime, intérêt de 5%* *plus de 15 ans d'adhésion: rente différée*	*moins de 10 ans d'adhésion et si le bénéficiaire n'est pas le conjoint: remboursement de 2 fois le montant des cotisations de l'adhérent, intérêt de 5%* *10 ans d'adhésion et plus: rente versée aux survivants*	*début des prestations de retraite*	*prestations minimales garanties*
Bishop's	*nil*	*moins de 10 ans d'adhésion: remboursement des cotisations de l'adhérent, intérêt d'environ 5%* *moins de 5 ans d'adhésion: rente différée constituée du fonds accumulé par les cotisations de l'adhérent* *de 5 à 9 ans d'adhésion: rente différée constituée du fonds accumulé par les cotisations de l'adhérent plus 20% du fonds constitué par les contributions de l'université pour chacune des années au-delà de 5 ans d'adhésion* *10 ans d'adhésion et plus: rente différée*	*remboursement des cotisations de l'adhérent, intérêt de 5%*	*versement des contributions par l'adhérent et l'université*	"ad hoc"
Brandon	*nil*	*alternative:* *rente différée* *remboursement des cotisations de l'adhérent, intérêt*	*remboursement des cotisations de l'adhérent, intérêt de 3 3/4 %*	*alternative: adhérent verse ses cotisations rente différée et cessation des contributions*	"ad hoc"

[1] *le montant des prestations de retraite est déterminé selon les sommes accumulées dans le fonds de retraite et le genre d'incapacité*

t a b l e a u 2-a, partie II (suite)

F O N D S D E R E T R A I T E P R O G R E S S I F (genre 1): 1968-1969

institution	*adhérent frappé d'incapacité*	*départ de l'institution avant l'âge de la retraite*	*décès avant l'âge de la retraite*	*engagement au-delà de l'âge normal de la retraite*	*prestations de retraite insuffisantes*
Brock	nil	moins de 5 ans d'adhésion: rente différée constituée des cotisations de l'adhérent, intérêt de 3½% 5 ans d'adhésion et plus: rente différée	bénéficiaire n'est ni le conjoint ni un dépendant: remboursement des cotisations de l'adhérent intérêt de 3½% autres: le plus élevé de A et B A- 50% des prestations de retraite B- 10% du traitement annuel de l'adhérent	alternative: adhérent verse ses cotisations rente différée et cessation des contributions	-
Calgary	après 10 ans d'adhésion: début des prestations de retraite[1] cf. assurance-invalidité	moins de 10 ans d'adhésion: remboursement des cotisations de l'adhérent, intérêt de 4½% transfert à un autre régime de 2 fois le montant des cotisations de l'adhérent, intérêt de 4½% de 10 à 15 ans d'adhésion: remboursement des cotisations de l'adhérent, intérêt de 4½% transfert à un autre régime de 2 fois le montant des cotisations de l'adhérent, intérêt de 4½% rente différée plus de 15 ans d'adhésion: rente différée	moins de 10 ans d'adhésion: remboursement de 2 fois le montant des cotisations de l'adhérent, intérêt de 4.5% 10 ans d'adhésion et plus: rente versée aux survivants	début des prestations de retraite	nil
Dalhousie	nil	rente différée remboursement du fonds, intérêt de 3½%	remboursement du fonds, intérêt de 3½%	contributions de l'adhérent et de l'université	"ad hoc"
Guelph	nil	moins de 10 ans d'adhésion: remboursement ou transfert à un autre régime des cotisations de l'adhérent, int. 4% 10 ans d'adhésion ou plus: rente différée	remboursement des cotisations de l'adhérent, intérêt de 4%	rente différée et cessation des contributions	nil
Lakehead	cf. assurance-invalidité	rente différée transfert du fonds à un autre régime de retraite remboursement des cotisations de l'adhérent, intérêt 4%	remboursement du fonds, intérêt	rente différée et cessation des contributions	nil
Laurentienne	nil	remboursement des cotisations de l'adhérent, intérêt 4% transfert à un autre régime de 2 fois le montant des cotisations de l'adhérent, intérêt de 4% rente différée	au moins 5 ans d'adhésion et dépendant(s): 50% de la rente autres: remboursement des cotisations de l'adhérent, intérêt 4%	rente différée et cessation des contributions	"ad hoc"

[1] le montant des prestations de retraite est déterminé selon les sommes accumulées dans le fonds de retraite et le genre d'incapacité

tableau 2-a, partie II (suite)

FONDS DE RETRAITE PROGRESSIF (genre 1): 1968-1969

institution	adhérent frappé d'incapacité	départ de l'institution avant l'âge de la retraite	décès avant l'âge de la retraite	engagement au-delà de l'âge normal de la retraite	prestations de retraite insuffisantes
Laval	au moins 5 ans d'adhésion: prestations de retraite	moins de 45 ans et moins de 5 ans d'adhésion: rente différée constituée de 50% du montant accumulé dans le fonds de retraite remboursement des cotisations de l'adhérent, intérêt 3% moins de 45 ans et 5 ans d'adhésion ou plus, 45 ans et plus et 10 ans d'adhésion et plus: rente différée remboursement des cotisations de l'adhérent, intérêt 3%	le plus élevé de A et de B: A- cotisations de l'adhérent, intérêt de 3% B- 200% du traitement annuel de l'adhérent	alternative: début des prestations de retraite rente différée et cessation des contributions	nil
Manitoba [1]	cf. assurance-invalidité	rente différée remboursement des cotisations de l'adhérent, intérêt de 3 3/4 %	remboursement des cotisations de l'adhérent, intérêt de 3 3/4 %	adhérent verse ses cotisations rente différée et cessation des contributions	rente minimale garantie de $ 4 140 après 36 ans
McMaster	cf. assurance-invalidité	rente différée remboursement des cotisations de l'adhérent, intérêt de 3%	remboursement des cotisations de l'adhérent, avant le 1er juillet 1966, remboursement des contributions de l'université	jusqu'à 68 ans: contributions de l'adhérent et de l'université	"ad hoc"
Memorial	cf. assurance-invalidité	moins de 10 ans d'adhésion: remboursement des cotisations de l'adhérent, intérêt 3% 10 ans d'adhésion ou plus: rente différée	moins de 10 ans d'adhésion: remboursement des cotisations de l'adhérent, intérêt de 3% 10 ans d'adhésion ou plus: 50% de la rente aux survivants	contributions de l'adhérent et de l'université	nil
Moncton	nil	moins de 10 ans d'adhésion: rente différée remboursement des cotisations de l'adhérent, intérêt 4% 10 ans d'adhésion et plus: rente différée rente différée constituée de 75% du fonds à la cessation de service et paiement immédiat de 25% du fonds accumulé à la cessation de service	moins de 10 ans d'adhésion: remboursement des cotisations de l'adhérent, intérêt de 4% 10 ans d'adhésion et plus: le plus élevé de A ou de B- A- remboursement des cotisations de l'adhérent, intérêt de 4% B- rente partielle aux survivants	rente différée et cessation des contributions	nil

[1] cf. tableau 2-b sur les dispositions du régime complémentaire d'épargne-retraite

t a b l e a u 2-a, partie II (suite)

F O N D S D E R E T R A I T E P R O G R E S S I F (genre 1): 1968-1969

institution	*adhérent frappé d'incapacité*	*départ de l'institution avant l'âge de la retraite*	*décès avant l'âge de la retraite*	*engagement au-delà de l'âge normal de la retraite*	*prestations de retraite insuffisantes*
Montréal	*après 10 ans d'adhésion: prestations de retraite*[1]	*moins de 10 ans d'adhésion: remboursement des cotisations de l'adhérent, intérêt de 3%* *10 ans d'adhésion et plus: rente différée*	*moins de 10 ans d'adhésion: remboursement des cotisations de l'adhérent, intérêt de 3%* *10 ans d'adhésion et plus: 50% de la rente au conjoint*	*rente différée et cessation des contributions contributions de l'adhérent et de l'université*	*décision du comité de la caisse de retraite, réunion tous les 3 ans*
U. N. B.	*après 9 ans d'adhésion: prestations de retraite*[2]	*remboursement ou transfert à un autre régime de retraite des cotisations de l'adhérent, intérêt de 4%*	*moins de 10 ans d'adhésion: remboursement des cotisations de l'adhérent, intérêt de 4%* *10 ans d'adhésion ou plus: 50% de la rente aux survivants*	*jusqu'à 35 ans d'adhésion: adhérent verse ses cotisations*	*"ad hoc"*
Nova Scotia	*après 9 ans d'adhésion: prestations de retraite*[2]	*remboursement des cotisations de l'adhérent sans intérêt*	*rente partielle aux survivants: 50% au conjoint et un certain pourcentage au(x) dépendant(s)*	*prestations de retraite*	*nil*
Queen's	*cf. assurance-invalidité*	*rente différée* *remboursement ou transfert à un autre régime des cotisations de l'adhérent, intérêt de 4%*	*remboursement de 2 fois le montant des cotisations de l'adhérent, intérêt de 4 %*	*rente différée et cessation des contributions*	*nil*
R. M. C.	*au choix de l'adhérent*[3]	*moins de 5 ans d'adhésion: remboursement ou transfert à un autre régime des cotisations de l'adhérent sans intérêt* *5 ans d'adhésion et plus: rente différée*	*sans dépendant: remboursement des cotisations de l'adhérent sans intérêt* *avec dépendant(s): 50% de la rente au conjoint, 20% de la rente du conjoint par dépendant de moins de 18 ans (max. 4 dépendants)*	*jusqu'à 35 ans d'adhésion: contributions de l'adhérent et de l'institution*	*nil*
St. Dunstan's	-	-	-	*aucune politique à ce sujet*	*nil*

[1] *incapacité totale et permanente*
[2] *incapacité totale*
[3] *au choix de l'adhérent: remboursement des cotisations de l'adhérent sans intérêt; 1 mois de traitement par année de service jusqu'à concurrence de 10 ans; début des prestations de retraite*

t a b l e a u 2-a, partie II (suite)

F O N D S D E R E T R A I T E P R O G R E S S I F (genre 1): 1968-1969

institution	adhérent frappé d'incapacité	départ de l'institution avant l'âge de la retraite	décès avant l'âge de la retraite	engagement au-delà de l'âge normal de la retraite	prestations de retraite insuffisantes
Sir G. Wms.	nil	rente différée remboursement ou transfert à un autre régime des cotisations de l'adhérent, intérêt de 3%	remboursement des cotisations de l'adhérent, intérêt de 3% [1]	contributions de l'adhérent et de l'université	"ad hoc"
Trent	nil	rente différée remboursement des cotisations de l'adhérent, intérêt transfert à un autre régime d'environ deux fois le montant des cotisations de l'adhérent, intérêt	remboursement des contributions de l'adhérent et de l'université, intérêt	rente différée et cessation des contributions contributions de l'adhérent et de l'université	-
Victoria	cf. assurance-invalidité	rente différée transfert à un autre régime des contributions de l'adhérent et de l'université, intérêt variable selon le rendement du fonds	rente partielle variable selon l'âge et le nombre de dépendants remboursement des contributions de l'adhérent et de l'université, intérêt variable selon le rendement du fonds	rente différée et cessation des contributions	"ad hoc"
Waterloo	cf. assurance-invalidité	rente différée transfert du fonds à un autre régime de retraite remboursement des cotisations de l'adhérent, intérêt 4%	moins de 10 ans d'adhésion: 50% de la rente de retraite 10 ans d'adhésion et plus: remboursement de 2 fois le montant des cotisations de l'adhérent	contributions de l'adhérent et de l'université	-
Western	cf. assurance-invalidité	rente différée avant le 1er juillet 1967: transfert du fonds à un autre régime de retraite, intérêt depuis le 1er juillet 1967: transfert de 2 fois le montant des cotisations de l'adhérent, intérêt	avant le 1er juillet 1967: remboursement du fonds, intérêt depuis le 1er juillet 1967: remboursement de 2 fois le montant des cotisations de l'adhérent, intérêt	rente différée et cessation des contributions	"ad hoc"

[1] au remboursement des cotisations de l'adhérent s'ajoute le paiement d'un montant équivalent au traitement annuel provenant d'une assurance-vie supplémentaire dont les primes sont acquittées par le régime de retraite

t a b l e a u 2-a, partie II (suite)

F O N D S D E R E T R A I T E P R O G R E S S I F (genre 1): 1968-1969

institution	adhérent frappé d'incapacité	départ de l'institution avant l'âge de la retraite	décès avant l'âge de la retraite	engagement au-delà de l'âge normal de la retraite	prestations de retraite insuffisantes
Windsor	cf. assurance-invalidité 50 ans et 15 ans d'adhésion: prestations de retraite	rente différée remboursement ou transfert à un autre régime des cotisations de l'adhérent, intérêt composé de 3%	moins de 11 ans d'adhésion: remboursement des cotisations de l'adhérent, intérêt composé de 3% 11 ans d'adhésion et plus: remboursement des cotisations de l'adhérent, intérêt composé de 3%, plus 10% des contributions de l'université par année d'adhésion au-delà de 10 ans	jusqu'à 67 ans: contributions de l'adhérent et de l'université à 67 ans: prestations de retraite	nil
Winnipeg	nil	rente différée remboursement des cotisations de l'adhérent, intérêt	remboursement des cotisations de l'adhérent, intérêt de 3 3/4 %	rente différée et cessation des contributions	"ad hoc"
York	cf. assurance-invalidité	rente différée remboursement des cotisations de l'adhérent, intérêt tranfert du fonds à un autre régime de retraite	le plus élevé de A et de B: A- remboursement des cotisations de l'adhérent, intérêt selon le rendement de l'investissement B- 2 fois le montant des cotisations de l'adhérent sans intérêt	contributions de l'adhérent et de l'université	nil

t a b l e a u 2-b, *partie I*

C A I S S E D ' É P A R G N E - R E T R A I T E (genre 2): 1968-1969

institution	adhésion	contributions au régime		partage de l'investissement des contributions	revalorisation des prestations de retraite	âge de la retraite selon le sexe*			
		adhérent	université				1	2	3
U. B. C.	obligatoire immédiate	A- 3.2% du trait. B- 5.0% du trait. traitement annuel de base	A- 8.2% du trait. B- 10.0% du trait.	partage variable de l'investissement selon le rendement de l'investissement	revision annuelle: relèvement ou abaissement maximal de 3% par année	H. F.	- -	65 65	70 70
Carleton	obligatoire immédiate sauf chargé d'enseignement: 1 an	A- 4.2% du trait. B- 6.0% du trait. traitement annuel de base	A- 6.2% du trait. B- 8.0% du trait.	investissement maximal selon la section: rendement fixe 100% rendement variable 50%	nil	H. F.	55 55	65 65	- -
Lethbridge	immédiate: facultative mais obligatoire à la permanence	A- 4.5% du trait. B- 6.0% du trait. traitement annuel de base	A- 4.5% du trait. B- 6.0% du trait.	investissement maximal selon la section: rendement fixe 75% rendement variable 75%	nil	H. F.	- -	65 65	- -
Loyola	obligatoire délai de 3 mois	A- 5.0% du trait. B- 5.0% du trait. traitement annuel de base	A- 5.0% du trait. B- 5.0% du trait.	-	nil	H. F.	- -	65 65	- -
Manitoba [a]	obligatoire immédiate	traitement entre $ 5 000 et $ 10 000 0.75% du trait. traitement annuel de base augmenté de supplément pour tâche administrative (max. $ 10 000)	2.25% du trait.	-	ce régime est un complément au fonds de retraite progressif (genre 1) cf. tableau 2-a	H. F.	55 55	65 65	- -
McGill	obligatoire immédiate	A- 3.5% du trait. B- 5.0% du trait. traitement annuel de base	A- 3.5[b]-6.0%[c] du traitement B- 5.0[b]-7.5%[c] du traitement	-	nil	H. F.	68 68	65 65	70 70

* 1 âge de la retraite facultative; 2 âge normal de la retraite; 3 âge de la retraite obligatoire

[a] régime complémentaire au fonds de retraite progressif: cf. tableau 2-a sur les dispositions du régime de base
[b] jusqu'à ce que l'adhérent ait atteint l'âge de 40 ans
[c] lorsque l'adhérent a 40 ans ou plus

t a b l e a u 2-b, partie I (suite)

C A I S S E D ' É P A R G N E - R E T R A I T E (genre 2): 1968-1969

institution	adhésion	contributions au régime		partage de l'investissement des contributions	revalorisation des prestations de retraite	âge de la retraite selon le sexe*			
		adhérent	université				1	2	3
Mount Allison	obligatoire délai de 1 an[a]	A- 6% du trait. B- 6% du trait. traitement annuel de base	A- 7.5% du trait. B- 7.5% du trait.	investissement maximal selon la section: rendement fixe 75% rendement variable 75%	nil	H. F.	- -	- -	65 65
Notre Dame of N.	obligatoire délai de 1 mois	A- 4.2% du trait. B- 6.0% du trait. traitement annuel de base	A- 4.2% du trait. B- 6.0% du trait.	-	nil	H. F.	55 55	65 65	70 70
Ottawa	obligatoire immédiate	A- 4.8% du trait. B- 6.0% du trait. traitement annuel de base	A- 4.8% du trait. B- 6.0% du trait.	variable selon le choix du professeur lors de l'adhésion au régime	nil	H. F.	- -	65 60	68 65
St. Francis X.	obligatoire immédiate	A- 5.0% du trait. B- 7.0% du trait. traitement annuel de base	A- 5.0% du trait. B- 7.0% du trait.	investissement maximal selon la section: rendement fixe 75% rendement variable 75%	nil	H. F.	- -	- -	65 65
St. Mary's	obligatoire immédiate	A- 5.0% du trait. B- 5.0% du trait. traitement annuel de base	A- 5.0% du trait. B- 5.0% du trait.	-	nil	H. F.	- -	65 60	70 70
Sherbrooke	obligatoire immédiate	A- 5.0% du trait. B- 5.0% du trait. traitement annuel de base augmenté de supplément pour tâche administrative	A- 5.0[b]-7.5%[c] du traitement B- 5.0[b]-7.5%[c] du traitement	-	nil	H. F.	55 55	65 65	65 65

* 1 âge de la retraite facultative; 2 âge normal de la retraite; 3 âge de la retraite obligatoire

[a] le versement des contributions qui aurait été effectué durant la première année peut s'effectuer au cours de la deuxième année (première année d'adhésion au régime)

[b] jusqu'à ce que l'adhérent ait atteint l'âge de 40 ans

[c] lorsque l'adhérent a 40 ans ou plus

t a b l e a u 2-b, *partie I (suite)*

C A I S S E D ' É P A R G N E - R E T R A I T E (genre 2): 1968-1969

institution	*adhésion*	*contributions au régime*		*partage de l'investissement des contributions*	*revalorisation des prestations de retraite*	*âge de la retraite selon le sexe**			
		adhérent	*université*				*1*	*2*	*3*
Simon Fraser	*obligatoire immédiate*	A- 3.2% *du trait.* B- 5.0% *du trait.* *traitement annuel de base augmenté de supplément pour tâche administrative*	A- 8.2% *du trait.* B- 10.0% *du trait.*	*investissement maximal selon la section:* *rendement fixe* 75% *rendement variable* 75%	*nil*	H. F.	- -	65 65	- -
Waterloo Luth.	*immédiate*	A- 4.5% *du trait.* B. 6.0% *du traitement*	A- 4.5% *du trait.* B- 6.0% *du traitement*	*investissement maximal selon la section:* *rendement fixe* 100% *rendement variable* 100%	*revision périodique à tous les 3 ans*	H. F.	55 55	65 65	70 70

* 1 *âge de la retraite facultative;* 2 *âge normal de la retraite;* 3 *âge de la retraite obligatoire*

t a b l e a u 2-b, *partie II*

C A I S S E D ' É P A R G N E - R E T R A I T E (*genre 2*): 1968-1969

institution	*adhérent frappé d'incapacité*	*départ de l'institution avant l'âge de la retraite*	*décès avant l'âge de la retraite*	*engagement au-delà de l'âge normal de la retraite*	*prestations de retraite insuffisantes*
U. B. C.	*cf. assurance-invalidité*	*rente différée* *transfert du fonds à un autre régime de retraite*	*remboursement du fonds de retraite de l'adhérent*	*contributions de l'adhérent et de l'université*	*prestations minimales garanties*[1]
Carleton	*cf. assurance-invalidité*	*rente différée* *transfert du fonds à un autre régime de retraite*	*remboursement du fonds de retraite de l'adhérent*	*rente différée et cessation des contributions* *contributions de l'adhérent et de l'université*	-
Lethbridge	*nil*	*rente différée*	*remboursement du fonds de retraite de l'adhérent* *rente de retraite aux survivants*	*rente différée et cessation des contributions*	*aucune politique*
Loyola	*nil*	*rente différée* *remboursement des cotisations de l'adhérent, intérêt 3%*	*remboursement des cotisations de l'adhérent, intérêt de 3%*	*rente différée et cessation des contributions*	"ad hoc"
Manitoba[2]	*nil*	*rente différée* *remboursement des cotisations de l'adhérent, intérêt de 3 3/4 %*	*remboursement des cotisations de l'adhérent, intérêt de 3 3/4 %*	*rente différée et cessation des contributions* *cotisations de l'adhérent*	-
McGill	*cf. assurance-invalidité*	*rente différée* *remboursement des cotisations de l'adhérent, intérêt selon le rendement de l'investissement (min. 3%)* *transfert du fonds à un autre régime de retraite*	*remboursement du fonds de retraite*	*contributions de l'adhérent et de l'université*	*15 ans d'adhésion ou plus: prestations minimales garanties*[3]
Mt. Allison	*nil*	*rente différée*	*remboursement du fonds de retraite*	*contributions de l'adhérent et de l'université*	"ad hoc"

[1] *1.75% par année, moyenne des traitements des 5 années consécutives les mieux rémunérées, moins les prestations du régime public du Canada, maximum de 60% du traitement moyen*

[2] *régime complémentaire au fonds de retraite progressif: cf. tableau 2-a pour les dispositions du fonds de retraite progressif*

[3] *1.66 2/3 % par année, moyenne des traitements des 5 dernières années d'adhésion, maximum de 50% du traitement annuel de la dernière année d'adhésion*

t a b l e a u 2-b, *partie II (suite)*

C A I S S E D ' É P A R G N E - R E T R A I T E (genre 2): 1968-1969

institution	*adhérent frappé d'incapacité*	*départ de l'institution avant l'âge de la retraite*	*décès avant l'âge de la retraite*	*engagement au-delà de l'âge normal de la retraite*	*prestations de retraite insuffisantes*
Notre Dame, N.	*nil*	*remboursement ou transfert à un autre régime des cotisations de l'adhérent, intérêt de 4%* *rente différée constituée du montant des cotisations de l'adhérent, plus 5% des contributions de l'université par année de service au-delà de deux ans*	*remboursement des cotisations de l'adhérent, intérêt de 4%*	*contributions de l'adhérent et de l'université*	*nil*
Ottawa	*début des prestations de retraite* *cf. assurance-invalidité*	*si les cotisations de l'adhérent sont inférieures à $ 500, remboursement de ce montant* *autres: rente différée* *transfert du fonds à un autre régime de retraite*	*remboursement du fonds de retraite* *rente aux survivants*	*contributions de l'adhérent et de l'université*	*nil*
St. Francis X.	*nil*	*rente différée*	*rente aux survivants* *remboursement du fonds de retraite de l'adhérent*	*adhérent peut continuer à verser ses cotisations*	*"ad hoc"*
St. Mary's	*nil*	*moins de 10 ans d'adhésion: remboursement des cotisations de l'adhérent, intérêt* *10 ans d'adhésion ou plus: remboursement du fonds de retraite*	*remboursement du fonds de retraite de l'adhérent*	*adhérent verse ses cotisations*	*aucune politique*
Sherbrooke	*cf. assurance-invalidité*	*tous: rente différée* *moins de 45 ans et moins de 10 ans d'adhésion: remboursement des cotisations de l'adhérent, intérêt variable selon le rendement de l'investissement* *45 ans et 10 ans d'adhésion ou plus: rente différée constituée de 75% du fonds de retraite, remboursement de 25% de la valeur du fonds à la cessation de service*	*remboursement du fonds de retraite, intérêt minimal de 3%*	*rente différée et cessation des contributions*	*nil*
Simon Fraser	*cf. assurance-invalidité*	*moins de 5 ans d'adhésion: remboursement du fonds de retraite* *5 ans d'adhésion et plus: rente différée*	*rente aux survivants* *remboursement du fonds de retraite*	*rente différée et cessation des contributions*	-
Waterloo Luth.	*nil*	*rente différée*	*remboursement des cotisations de l'adhérent, intérêt de 3 3/4 %*	*contributions de l'adhérent et de l'université*	-

tableau 3

ASSURANCE-VIE : 1968-1969

institution	adhésion	% de la prime acquittée par l'université	valeur nominale	dispositions si l'adhérent est frappé d'incapacité	adhérent peut-il augmenter la valeur nominale
Acadia	obligatoire	50%	400% du traitement jusqu'à 40 ans; par la suite perte de 100% de la valeur nominale par 10 ans jusqu'à concurrence de 300%; de 60 ans à la retraite, 100% maximum: $ 80 000	exonération de prime	oui
Alberta	facultative	nil	alternative: jusqu'à 45 ans: $ 50 000[1] $ 100 000[2] de 46 à 50 ans: 40 000 80 000 de 51 à 55 ans: 30 000 60 000 de 56 à 65 ans: 20 000 40 000	exonération de prime	non
Bishop's	facultative	40% environ	marié: 300% du traitement et maximum de $ 45 000 célibataire et professeur féminin: $ 1 000	versement de la valeur nominale échelonné sur 60 mois	non
Brandon	obligatoire	50%	marié: 200% du traitement célibataire: 100% du traitement	nil	non
U. B. C.	obligatoire	50%	valeur décroissante selon l'âge de l'adhérent: 20 ans: $ 68 684; de 50 à 65 ans: $ 10 500	exonération de prime	non
Brock	obligatoire	50%	200% du traitement et maximum de $ 40 000 professeur féminin: soutien de famille 200% du traitement autres $ 2 000	nil	non
Calgary	facultative	nil	250% du traitement; minimum de $ 10 000 et maximum de $ 40 000	exonération de prime	oui
Carleton	obligatoire	50%	variable selon le traitement, l'âge, l'état civil et le nombre de dépendants célibataire: 30 ans $ 31 320; 60 ans 2 790 marié, un enfant de moins de 19 ans lorsque l'adhérent a 30 ans: 30 ans $ 62 640; 60 ans 4 650	exonération de prime	non
Dalhousie	obligatoire	40%	de 200 à 250% du traitement maximum de $ 50 000	nil	non

[1] sans examen médical
[2] avec examen médical

tableau 3 (suite)

ASSURANCE-VIE : 1968-1969

institution	adhésion	% de la prime acquittée par l'université	valeur nominale	dispositions si l'adhérent est frappé d'incapacité	adhérent peut-il augmenter la valeur nominale
Guelph 1	obligatoire	50%	200% du traitement jusqu'à l'âge de 65 ans; par la suite perte de 36% de la valeur nominale par année jusqu'à concurrence de 180%; à 69 ans, 20% du traitement maximum de $ 60 000	exonération de prime	oui cf. section 2
2	facultative	nil	100% du traitement jusqu'à l'âge de 65 ans; par la suite perte de 18% de la valeur nominale par année jusqu'à concurrence de 90%; à 69 ans, 10% du traitement		
Lakehead	obligatoire	50%	200% du traitement et maximum de $ 25 000	exonération de prime	non
Laurentienne	obligatoire	50%	300% du traitement jusqu'à l'âge de 55 ans; par la suite perte de 15% de la valeur nominale par année jusqu'à concurrence de 150%; de 65 ans à la retraite, aucune assurance maximum de $ 40 000	exonération de prime	oui
Laval	-	50%	300% du traitement jusqu'à l'âge de 45 ans; par la suite perte de 10% de la valeur nominale par année jusqu'à concurrence de 200%; de 65 ans à la retraite, 100% du traitement aucun maximum	exonération de prime	non
Lethbridge	facultative	nil	300% du traitement et maximum de $ 45 000 professeur féminin: $ 10 000	-	-
Loyola	obligatoire	50%	300% du traitement jusqu'à l'âge de 60 ans; de 60 ans à la retraite, 200% du traitement maximum de $ 60 000 professeur féminin: 200% du traitement	exonération complète ou partielle de prime selon le genre d'incapacité	oui
Manitoba	obligatoire	50%	200% du traitement et aucun maximum	exonération de prime	non
McGill	obligatoire	50%	célibataire sans dépendant jusqu'à 65 ans 200% de 65 ans à la retraite 100% maximum de $ 40 000 autres avec dépendant(s) jusqu'à 50 ans 400% de 50 à 60 ans 300% de 60 à 65 ans 200% de 65 ans à la retraite 100% maximum de $ 80 000	exonération de prime	non

t a b l e a u 3 (suite)

A S S U R A N C E - V I E : 1968-1969

institution	adhésion	% de la prime acquittée par l'université	v a l e u r n o m i n a l e	dispositions si l'adhérent est frappé d'incapacité	adhérent peut-il augmenter la valeur nominale
McMaster	obligatoire	variable selon les années	$ 3 000 plus 300% du traitement jusqu'à la retraite et maximum de $ 100 000 à la retraite, $ 5 000 et les primes de l'assurance sont acquittées par l'université	exonération de prime	non
Memorial 1	obligatoire	50%	variable selon le rang et l'âge: moins de 50 ans / 60-64 ans / 65 ans et plus titulaire $ 15 000 / $ 5 000 / $ 2 500 agrégé 12 500 / 3 500 / 1 750 adjoint 10 000 / 3 000 / 1 500 chargé d'enseignement 7 500 / 2 000 / 1 000	nil	oui cf. section 2
2	facultative	nil	variable selon le rang et l'âge: moins de 50 ans / 60-64 ans / 65 ans et plus titulaire $ 25 000 / $ 8 500 / $ 4 250 agrégé 20 000 / 7 000 / 3 500 adjoint 17 500 / 5 500 / 2 750 chargé d'enseignement 14 000 / 3 500 / 1 750		
Montréal	obligatoire	50%	350% du traitement jusqu'à l'âge de 30 ans; par la suite perte de 25% de la valeur nominale par 5 ans jusqu'à concurrence de 175%; à 65 ans et par la suite, perte de 10% de la valeur nominale par année jusqu'à concurrence de 40%; à 70 ans et plus, 10% du traitement et l'université acquitte le montant complet des primes maximum de $ 80 000	exonération de prime	non
Mt. Allison	facultative	50%	variable selon l'âge et aucun maximum	exonération de prime	oui
U. N. B.	facultative mais deviendra obligatoire	20%	variable selon le traitement et l'âge: traitement de $ 9 000 et plus moins de 54 ans $ 25 000 de 55 à 59 ans 20 000 de 60 à 64 ans 15 000 65 ans et plus 7 500 professeur féminin: $ 2 000	incapacité totale et permanente: versement de la valeur nominale échelonné sur 60 mois	oui

tableau 3 (suite)

ASSURANCE-VIE : 1968-1969

institution	adhésion	% de la prime acquittée par l'université	valeur nominale	dispositions si l'adhérent est frappé d'incapacité	adhérent peut-il augmenter la valeur nominale
Notre Dame, N.	obligatoire	nil	marié $ 14 000 célibataire et professeur féminin $ 5 000	exonération de prime	oui
Nova Scotia	obligatoire	8%	200% du traitement et maximum de $ 20 000	nil	non
Ottawa	obligatoire	50%	sans charge de famille, célibataire et professeur féminin: 100% du traitement autres: 300% du traitement jusqu'à l'âge de 56 ans; par la suite perte de 20% de la valeur nominale par année jusqu'à concurrence de 200%; de 65 ans à la retraite, 100% du traitement tous: après la retraite, 50% du traitement et l'université acquitte le montant complet des primes maximum de $ 75 000	exonération de prime	non
Queen's	facultative	55%	marié et professeur féminin avec dépendant(s): 300% du traitement jusqu'à l'âge de 55 ans; par la suite perte de 20% de la valeur nominale par année jusqu'à concurrence de 200%; à 65 ans, 100% du traitement, par la suite perte de 20% de la valeur nominale par année jusqu'à concurrence de 90%; après la retraite, l'université acquitte le montant global des primes maximum $ 75 000 autres: 100% du traitement jusqu'à l'âge de 65 ans; par la suite, perte de 20% de la valeur nominale par année jusqu'à concurrence de 90%	nil	non
R. M. C.	obligatoire	50%	100% du traitement	nil	non
St. Dunstan's	-	25%	variable selon le traitement	-	-
St. Francis X.	obligatoire	100%	$ 5 000	nil	non
St. Mary's	facultative	50%	250% du traitement jusqu'à l'âge de 45 ans; par la suite perte de 50% de la valeur nominale par 5 ans jusqu'à concurrence de 150%; de 66 à 70 ans, $ 2 000 maximum de $ 35 000	exonération de prime	non

tableau 3 (suite)

ASSURANCE-VIE : 1968-1969

institution	adhésion	% de la prime acquittée par l'université	valeur nominale	dispositions si l'adhérent est frappé d'incapacité	adhérent peut-il augmenter la valeur nominale
Sherbrooke	obligatoire	50% environ	1 000% du traitement jusqu'à l'âge de 65 ans maximum de $ 100 000 professeur féminin: 500% du traitement jusqu'à l'âge de 65 ans maximum de $ 50 000	exonération de prime	oui
Simon Fraser	obligatoire	50%	200% du traitement et maximum de $ 25 000	exonération de prime	oui
Sir G. Wms.	obligatoire	15%	environ 150% du traitement jusqu'à l'âge de 65 ans; par la suite perte de 10% de la valeur nominale par année; 70 ans et plus, 50% du traitement et l'université acquitte le montant complet des primes maximum de $ 27 000	exonération de prime	non
Trent	facultative	50%	300% du traitement jusqu'à l'âge de 45 ans; par la suite perte de 10% de la valeur nominale par année jusqu'à concurrence de 200%; après 65 ans, aucune assurance maximum de $ 45 000 professeur féminin: avec dépendant(s) 100% du traitement et maximum de $ 15 000 autres $ 2 000	exonération de prime	oui
Victoria	obligatoire	50%	variable selon l'âge: $ 68 684 à 20 ans; $ 20 727 à 45 ans; $ 10 500 à 50 ans	exonération de prime	non
Waterloo	obligatoire	50%	300% du traitement jusqu'à l'âge de 35 ans; par la suite perte de 7.5% de la valeur nominale par année jusqu'à concurrence de 150%; de 55 ans à la retraite, 150% du traitement maximum $ 80 000 professeur féminin marié 100% du traitement	exonération de prime	non
Waterloo Luth.	facultative	50%	250% du traitement jusqu'à l'âge de 35 ans; par la suite perte de 7.5% de la valeur nominale par année jusqu'à concurrence de 150%; de 55 ans à la retraite, 100% du traitement maximum de $ 25 000	dispositions	non

t a b l e a u 3 (suite)

A S S U R A N C E - V I E : 1968-1969

institution	*adhésion*	*% de la prime acquittée par l'université*	*v a l e u r n o m i n a l e*	*dispositions si l'adhérent est frappé d'incapacité*	*adhérent peut-il augmenter la valeur nominale*
Western	*obligatoire*	*50% environ*	*marié: $ 5 000 plus 200% du traitement jusqu'à l'âge de 54 ans; entre 55 et 59 ans, $ 5 000 plus 150% du traitement; de 60 ans à la retraite, $ 5 000 plus 100% du traitement* *maximum de $ 45 000* *célibataire et professeur féminin: 200% du traitement jusqu'à 54 ans; entre 55 et 59 ans, 150% du traitement; de 60 ans à la retraite, 100% du traitement* *maximum de $ 10 000*	*nil*	*non*
Windsor	*obligatoire*	*50%*	*200% du traitement jusqu'à l'âge de 51 ans; par la suite perte de 5% de la valeur nominale par année jusqu'à concurrence de 100%; de 61 à 67 ans, 100% du traitement* *aucun maximum* *si l'engagement persiste au-delà de 67 ans: $ 1 000*	*exonération de prime*	*non*
Winnipeg	*obligatoire*	*50%*	*adhérent avec dépendant(s): 200% du traitement* *adhérent sans dépendant: 100% du traitement* *maximum de $ 50 000*	*nil*	*non*
York	*obligatoire*	*100%*	*300% du traitement jusqu'à l'âge de 55 ans; par la suite perte de 20% de la valeur nominale par année jusqu'à concurrence de 200%; de 65 ans à la retraite, 100% du traitement* *maximum de $ 100 000*	*exonération de prime*	*non*

tableau 4

ASSURANCE-MALADIE: 1968-1969

institution	adhésion	% de la prime acquittée par l'institution	genre de régime	franchise	participation aux frais par l'assuré	montant maximal des prestations	nature des frais médicaux remboursés*														
							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Acadia	obligatoire	50%	régime de base	nil	nil	nil	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
			protection majeure	$ 50/pers. 100/ fam.	20%	$ 5 000 réintégration																
Alberta	facultative	nil	régime simple	nil	nil	nil	X	-	X	X	X	-	-	-	-	-	X	X	X	X	-	-
Bishop's	facultative	25%	régime simple	$ 20/pers. 72/fam.	25 %	$ 300 par intervention	X	-	X	X	-	X	X	-	-	-	-	-	-	-	-	-
U. B. C.	facultative	50%	régime simple	nil	nil	nil	X	-	X	X	X	-	X	X	X	-	X	X	X	X	X	-
Brock	obligatoire	50%	régime de base	nil	nil	nil	X	X	X	X	X	-	-	X	-	X	X	X	X	X	X	X
			protection majeure	$ 50/pers. 150/fam.	20%	$ 10 000 réintégration																
Calgary	facultative	nil	régime simple	nil	nil	nil	X	-	X	X	X	-	-	-	-	-	X	X	X	X	-	-
Carleton	facultative	50%	régime simple	$ 50/pers.	20%	$ 25 000 réintégration	X	-	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Dalhousie	facultative	nil	régime de base	nil	nil	nil	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
			protection majeure	$ 25/pers. 50/fam.	20%	$ 5 000 réintégration																
Guelph	obligatoire	50%	régime de base	nil	nil	nil	X	-	X	X	X	X	-	X	X	X	X	X	X	X	X	X
			protection majeure	$ 50/pers. 100/fam.	20%	$ 15 000 réintégration																
Lakehead	facultative	50%	régime simple	$ 23/pers. 80/fam.	nil	-	X	-	X	X	X	-	-	-	-	-	X	X	X	-	-	-

* 1 chirurgie selon les tarifs d'honoraires; 2 chirurgie, partie des frais dépassant les tarifs d'honoraires; 3 anesthésie; 4 radiographie; 5 diagnostic; 6 hospitalisation: frais de séjour; 7 hospitalisation: frais médicaux; 8 service d'une infirmière; 9 physiothérapie, ergothérapie; 10 médicaments sous ordonnance; 11 analyses et tests de laboratoire; 12 honoraires du médecin; 13 consultation; 14 soins psychiatriques; 15 prothèse; 16 ambulance.

tableau 4 (suite)

ASSURANCE-MALADIE : 1968-1969

institution	adhésion	% de la prime acquittée par l'institution	genre de régime	franchise	participation aux frais par l'assuré	montant maximal des prestations	nature des frais médicaux remboursés*													
							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Laurentienne	obligatoire	50%	régime simple	$ 25/pers. 50/fam.	20%	$ 10 000/3 ans réintégration	X	X	X	X	X	-	-	X	X	X	X	X	X	X	X	X
Laval	facultative	50%	régime simple	$100/pers. id/fam.	20%	$ 10 000 réintégration	X	X	X	X	X	X	X	X	-	X	X	X	X	X	X	X
Lethbridge	facultative	nil	régime simple	$ 60/pers. 120/couple 160/couple et enfant(s)	nil	nil	X	-	X	X	X	-	X	X	X	-	X	X	X	X	X	-
Loyola	facultative	50%	régime de base	nil	nil	nil	X	X	X	X	X	X	X	-	X	X	X	X	X	X	X	-
			protection majeure	$ 50/pers. 150/fam.	20%	$ 10 000 réintégration																
Manitoba	obligatoire	aucune prime	assurance-chirurgie	nil	nil	$ 200 par intervention	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
McGill	obligatoire	50%	régime simple	$ 25/pers. 75/fam.	10% du 1er $ 250 15% du $ 500 suivant 20% de l'excédent	$ 5 000/pers. 10 000/fam.	X	-	X	X	X	X	X	X	X	X	X	X	X	X	X	X
McMaster	obligatoire	100% de la prime du professeur nil de la prime des dépendants	régime de base	nil	nil	nil	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
			protection majeure	$ 50/pers. 150/fam.	20%	$ 10 000 réintégration																

* 1 chirurgie selon les tarifs d'honoraires; 2 chirurgie, partie des frais dépassant les tarifs d'honoraires; 3 anesthésie; 4 radiographie; 5 diagnostic; 6 hospitalisation: frais de séjour; 7 hospitalisation: frais médicaux; 8 service d'une infirmière; 9 physiothérapie, ergothérapie; 10 médicaments sous ordonnance; 11 analyses et tests de laboratoire; 12 honoraires du médecin; 13 consultation; 14 soins psychiatriques; 15 prothèse; 16 ambulance.

tableau 4 (suite)

ASSURANCE-MALADIE : 1968-1969

institution	adhésion	% de la prime acquittée par l'institution	genre de régime	franchise	participation aux frais par l'assuré	montant maximal des prestations	nature des frais médicaux remboursés*													
							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Memorial	obligatoire	50%	régime de base	nil	nil	nil	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
			protection majeure	$ 50/pers. id/fam.	20%	$ 5 000 réintégration																
Moncton	facultative	-	régime simple	nil	nil	nil	X	-	X	X	X	-	X	-	X	-	X	X	X	X	-	-
Montréal	facultative	nil	régime de base	nil	nil	nil	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
			protection majeure	$ 50/pers. 150/fam.	20%	$ 10 000 réintégration																
Mount Allison	facultative	nil	régime de base	nil	nil	nil	X	-	X	X	X	X	-	X	X	X	X	X	-	-	X	X
			protection majeure	$ 50/pers. 100/fam.	20%	$ 5 000/année réintégration																
U. N. B.	facultative	25%	régime de base	nil	nil	nil	X	-	X	X	X	X	X	X	X	-	X	X	X	-	X	X
			protection majeure	$ 50/pers. 100/fam.	20%	$ 5 000 réintégration																
Notre Dame, N.	obligatoire	50%	régime de base	nil	nil	nil	X	-	X	X	X	-	X	X	X	X	X	X	X	-	X	X
			protection majeure	$ 25/pers. 50/fam.	20%	-																
Nova Scotia	obligatoire	66%	régime simple	$ 25/pers. 50/fam.	nil	nil	-	-	-	-	X	X	-	X	X	X	X	-	-	-	-	X
Ottawa	obligatoire	100%	régime de base	nil	nil	nil	X	X	X	X	X	-	X	X	X	X	X	X	X	X	X	X
			protection majeure	$ 25/pers. 50/fam.	20%	$ 10 000 réintégration																

* 1 chirurgie selon les tarifs d'honoraires; 2 chirurgie, partie des frais dépassant les tarifs d'honoraires; 3 anesthésie; 4 radiographie; 5 diagnostic; 6 hospitalisation: frais de séjour; 7 hospitalisation: frais médicaux; 8 service d'une infirmière; 9 physiothérapie, ergothérapie; 10 médicaments sous ordonnance; 11 analyses et tests de laboratoire; 12 honoraires du médecin; 13 consultation; 14 soins psychiatriques; 15 prothèse; 16 ambulance.

tableau 4 (suite)

ASSURANCE-MALADIE : 1968-1969

institution	adhésion	% de la prime acquittée par l'institution	genre de régime	franchise	participation aux frais par l'assuré	montant maximal des prestations	nature des frais médicaux remboursés*													
							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Queen's	facultative	50%	régime de base	nil	nil	nil	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
			protection majeure	$ 50/pers. 100/fam.	20%	$ 20 000 réintégration																
R. M. C.	facultative	50%	régime de base	nil	nil	nil	X	X	X	X	X	-	-	X	X	X	X	X	X	X	X	X
			protection majeure	$ 25/pers. 50/fam.	20%	$ 20 000 réintégration																
St. Dunstan's	facultative	25%	-	-	-	-																
St. Francis X.	obligatoire	100%	régime simple	nil	nil	nil	X	-	X	X	X	X	X	-	-	-	X	X	X	X	-	X
St. Mary's	facultative	nil	régime simple	nil	nil	selon les tarifs d'honoraires	X	-	X	X	X	-	X	-	X	-	-	X	X	X	-	-
Sherbrooke	facultative	50%	régime de base	nil	nil	$ 250 par personne et par intervention	X	X	X	X	X	X	-	X	X	X	X	X	X	X	X	X
			protection majeure	$ 35/pers. 70/fam.	20%	$ 10 000 réintégration																
Simon Fraser	facultative	50%	régime simple	nil	nil	nil	X	-	X	X	X	-	-	X	X	-	X	X	X	X	-	-
Sir G. Wms.	facultative	nil	régime de base	nil	nil	nil	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
			protection majeure	$ 50/pers. 150/fam.	20%	$ 10 000 réintégration																

* 1 chirurgie selon les tarifs d'honoraires; 2 chirurgie, partie des frais dépassant les tarifs d'honoraires; 3 anesthésie; 4 radiographie; 5 diagnostic; 6 hospitalisation: frais de séjour; 7 hospitalisation: frais médicaux; 8 service d'une infirmière; 9 physiothérapie, ergothérapie; 10 médicaments sous ordonnance; 11 analyses et tests de laboratoire; 12 honoraires du médecin; 13 consultation; 14 soins psychiatriques; 15 prothèse; 16 ambulance.

tableau 4 (suite)

ASSURANCE-MALADIE : 1968-1969

institution	adhésion	% de la prime acquittée par l'institution	genre de régime	franchise	participation aux frais par l'assuré	montant maximal des prestations	nature des frais médicaux remboursés*													
							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Trent	obligatoire	50%	régime de base	nil	nil	nil	X	-	X	X	X	X	-	X	X	X	X	X	X	-	X	X
			protection majeure	$ 50/pers.	-	$ 10 000 réintégration																
Victoria	facultative	50%	régime simple	nil	nil	nil	X	-	X	X	X	-	X	X	X	-	X	X	X	X	X	-
Waterloo	facultative	50%	régime de base	nil	nil	nil	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
			protection majeure	$ 50/pers. 100/fam.	20%	$ 15 000 réintégration																
Waterloo Luth.	facultative	50%	régime de base	-	nil	nil	X	-	X	X	X	X	X	X	X	X	X	X	X	X	X	X
			protection majeure	-	-	$ 10 000 réintégration																
Western	obligatoire	50%	régime simple	$ 25/pers. 75/fam.	20%	$ 10 000/3ans réintégration	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Windsor	facultative	50%	régime de base	nil	nil	nil	X	-	X	X	X	X	X	X	-	X	X	X	X	X	X	X
		66 2/3%	protection majeure	$ 10/pers. 20/fam.	nil	$ 10 000 réintégration																
York	obligatoire	50% environ	régime de base	nil	nil	nil	X	X	X	X	X	-	X	X	X	X	X	X	X	X	X	X
			protection majeure	$ 25/pers. 50/fam.	20%	$ 10 000 réintégration																

* 1 chirurgie selon les tarifs d'honoraires; 2 chirurgie, partie des frais dépassant les tarifs d'honoraires; 3 anesthésie; 4 radiographie; 5 diagnostic; 6 hospitalisation: frais de séjour; 7 hospitalisation: frais médicaux; 8 service d'une infirmière; 9 physiothérapie, ergothérapie; 10 médicaments sous ordonnance; 11 analyses et tests de laboratoire; 12 honoraires du médecin; 13 consultation; 14 soins psychiatriques; 15 prothèse; 16 ambulance.

tableau 5-a

A S S U R A N C E - H O S P I T A L I S A T I O N, *régime public: 1968-1969*

l'adhésion au régime public d'assurance-hospitalisation est obligatoire dans toutes les provinces; seulement dans les provinces de l'Ontario et du Manitoba, le régime prévoit le paiement direct de primes

institution	*% de la prime acquittée par l'institution*
Brandon	*nil*
Brock	*nil*
Carleton	*50%*
Guelph	*nil*
Lakehead	*50%*
Laurentienne	*50%*

institution	*% de la prime acquittée par l'institution*
Manitoba	*nil*
McMaster	*nil*
Ottawa	*nil*
Queen's	*nil*
R. M. C.	*nil*
Trent	*50%*

institution	*% de la prime acquittée par l'institution*
Waterloo	*50%*
Waterloo Lutheran	*50%*
Western	*50%*
Windsor	*50%*
Winnipeg	*nil*
York	*nil*

tableau 5-b

A S S U R A N C E - H O S P I T A L I S A T I O N, *régime privé: 1968-1969*

institution		*% de la prime acquittée par l'institution*	*remarques*
Acadia	*O*	*50%*	*chambre 2 lits* *clinique externe*
Alberta	*F*	*nil*	*chambre 2 lits, privée* *clinique externe, ambulance* *80% du prix des ordonnances* *hors de la province: maximum de $ 40 par jour*
Bishop's	*F*	*25%*	*chambre 2 lits*
Brock	*O*	*50%*	*chambre 2 lits*
Calgary	*F*	*nil*	*chambre 2 lits, privée* *clinique externe, ambulance* *80% du prix des ordonnances* *hors de la province: maximum de $ 40 par jour*
Dalhousie	*F*	*nil*	*chambre 2 lits*
Guelph	*O*	*100%*	*chambre 2 lits*
Lakehead	*O*	*50%*	*chambre 2 lits* *clinique externe*
Laurentienne	*F*	*nil*	

institution		*% de la prime acquittée par l'institution*	*remarques*
Lethbridge	*F*	*nil*	*chambre 2 lits, privée* *clinique externe, ambulance* *80% du prix des ordonnances* *hors de la province: maximum de $ 40 par jour*
Moncton	*F*	*nil*	*chambre 2 lits* *clinique externe*
Mt. Allison	*F*	*nil*	*chambre 2 lits*
Queen's	*F*	*nil*	*chambre 2 lits*
St. F. Xavier	*O*	*100%*	*chambre 2 lits* *clinique externe*
St. Mary's	*F*	*nil*	*chambre 2 lits* *clinique externe*
Sherbrooke	*F*	*50%*	*chambre 2 lits* *clinique externe: $ 25 par maladie* *ambulance: $ 25 par maladie*
Sir G. Wms.	*F*	*nil*	*chambre 2 lits*
Trent	*O*	*50%*	*chambre 2 lits*
Western	*O*	*50%*	
York	*O*	*100%*	*chambre 2 lits*

F- adhésion facultative *O-adhésion obligatoire*

tableau 6

CONGÉ DE MALADIE AVEC SOLDE: 1968-1969

institution	régime ou ententes: description	assurance-invalidité: délai de carence	assurance-invalidité: traitement durant le délai de carence
Acadia	ententes (aucune politique arrêtée)	6 mois	100%
Alberta	régime — année(s) de service: 1re année: 6 jours – 100% du traitement; 2e année: 2 sem. – ; 3-5 années: 4 sem. – 9 sem.; 6-10 années: 13 sem. – 13 sem.; 11 années et plus: 13 sem. – 39 sem. – 50% du traitement	6 mois	régime de congé de maladie
Bishop's	ententes (décision de l'Executive Committee selon la situation de la famille)	aucun régime	
Brandon	ententes	6 mois	100%
U. B. C.	ententes	6 mois	100%
Brock	ententes	3 mois	100%
Calgary	régime — année(s) de service: 1re année: 6 jours – 100% du traitement; 2e année: 2 sem. – ; 3-5 années: 4 sem. – 9 sem.; 6-10 années: 13 sem. – 13 sem.; 11 années et plus: 13 sem. – 39 sem. – 50% du traitement	6 mois	régime de congé de maladie
Carleton	régime	6 mois	100%
Dalhousie	ententes	6 mois	100%
Guelph	régime: durant le délai de carence de l'assurance-invalidité: 100% du traitement; 5 années de service et plus: durant les 3 premiers mois de prestations d'incapacité, l'université verse un montant supplémentaire égal à 25% du traitement	3 mois	100%
Lakehead	régime: 1 mois de congé par année de service; maximum de 6 mois	6 mois	régime de congé de maladie
Laurentienne	régime — titulaire (avec permanence): 100% du traitement – 6 mois, 50% du traitement – – ; autres titulaires: 4 mois – 2 mois; agrégé: 3 mois – 3 mois; adjoint: 2 mois – 4 mois; autres: – – 6 mois	6 mois	régime de congé de maladie
Laval	ententes (durée et conditions du congé très variables)	6 mois	100%

tableau 6 (suite)

CONGÉ DE MALADIE AVEC SOLDE: 1968-1969

institution	régime ou ententes: description	assurance-invalidité	
		délai de carence	traitement durant le délai de carence
Lethbridge	régime année(s) de service: 1re année; 2e année; 3-5 années; 6-10 années; 11 années et plus 100% du traitement: 20 jours; 4 sem.; 6 sem.; 13 sem.; 13 sem. 50% du traitement: -; -; 9 sem.; 13 sem.; 39 sem.	3 mois	régime de congé de maladie
Loyola	ententes "ad hoc"	aucun régime	
Manitoba	ententes	6 mois	100%
McGill	ententes (décision du Board of Governors sur la recommandation du doyen de la faculté)	6 mois	100%
McMaster	régime	6 mois	100%
Memorial	régime: 1re année de service; 2e année de service; 3 années de service et plus 100% du traitement: 2 semaines; 1 mois; 2 mois 50% du traitement: -; 1 mois; -	2 mois	régime de congé de maladie
Moncton	régime: 1re année de service; 2e année de service; plus de 2 années de service 100% du traitement: 4 semaines; 6 semaines; 8 semaines	aucun régime	
Montréal	ententes	aucun régime	
Mount Allison	ententes "ad hoc"	aucun régime	
U. N. B.	ententes (dans les faits, la durée du congé avec plein traitement varie entre 1 journée et 1 an)	aucun régime	
Notre Dame of Nelson	ententes (la durée maximale d'un congé déjà accordé: 3 mois)	aucun régime	
Nova Scotia	régime: 2½ jours par mois, maximum de 30 jours: décision du President congé de plus de 30 jours: décision du Board of Governors	aucun régime	
Ottawa	ententes: 6 mois à la nomination	6 mois	100%
Queen's	ententes: 100% du traitement durant le délai de carence de l'assurance-invalidité; durant les 3 premiers mois de prestations d'incapacité, l'université verse un supplément égal à 50% du trait.	3 mois	100%
R. M. C.	régime: 1½ jour par mois, accumulation des journées de congé de maladie	aucun régime	

tableau 6 (suite)

CONGÉ DE MALADIE AVEC SOLDE: 1968-1969

institution	régime ou ententes: description	assurance-invalidité	
		délai de carence	traitement durant le délai de carence
St. Dunstan's	ententes	-	-
St. Francis Xavier	ententes	aucun régime	
St. Mary's	régime: pourcentage du traitement selon la durée du congé de maladie: 1er mois: 100% 2e mois: 85% 3e moins: 70% du traitement	3 mois	régime de congé de maladie
Sherbrooke	régime: plein traitement durant le délai de carence	3 mois	100%
Simon Fraser	régime: 100% du traitement durant six mois	6 mois	100%
Sir G. Williams	ententes: variable selon les conditions d'engagement	aucun régime	
Trent	régime: plein traitement durant 90 jours	3 mois	100%
Victoria	ententes (1re année de service: "ad hoc"; par la suite, 6 mois: 100% du traitement)	6 mois	généralement 100%
Waterloo	régime: à la nomination, 180 jours de congé à plein traitement pour chaque période de maladie	3 mois	100%
Waterloo Lutheran	régime: 90 jours à plein traitement	3 mois	100%
Western	régime: 1 mois de congé par année de service, maximum de 6 mois	6 mois	régime de congé de maladie
Windsor	régime	3 mois	100%
Winnipeg	ententes (plein traitement: 90 jours)	3 mois	100%
York	ententes "ad hoc" (maximum de 90 jours à plein traitement)	3 mois	congé de maladie

tableau 7

ASSURANCE-INVALIDITÉ : 1968-1969

institution	adhésion	% de la prime acquittée par l'institution	calcul des prestations d'incapacité	délai de carence	traitement durant le délai de carence	caisse de retraite
Acadia	obligatoire	50%	tout genre d'incapacité jusqu'à la retraite: 70% du traitement et aucun maximum	6 mois	100% du traitement	nil
Alberta	obligatoire	33 1/3%	incapacité totale jusqu'à la retraite: 1er $ 12 000 60% $ 12 000 suivant 40% maximum $ 1 000 par mois	6 mois	année(s) de service — traitement 100% / 50% 1re — 6 jrs / - 2e — 2 sem. / - 3 à 5 — 4 sem. / 9 sem. 6 à 10 — 13 sem. / 13 sem. 11 et plus — 13 sem. / 39 sem.	12% du traitement: nouveau contrat, TIAA ou CREF ou TIAA-CREF maximum: $ 180 par mois
Brandon	obligatoire	50%	tout genre d'incapacité jusqu'à la retraite: 56% du traitement et maximum	6 mois	100% du traitement	dispositions
U. B. C.	obligatoire	50%	incapacité totale jusqu'à la retraite: 1er $ 12 000 50% excédent 30% maximum $ 800 par mois	6 mois	100% du traitement	15% du traitement
Brock	obligatoire	50%	incapacité totale jusqu'à la retraite: 50% du traitement et maximum de $ 1 000 par mois	3 mois	100% du traitement	nil
Calgary	obligatoire	50% environ	incapacité totale jusqu'à la retraite: 1er $ 12 000 60% excédent 40% maximum $ 1 000 par mois	6 mois	année(s) de service — traitement 100% / 50% 1re — 6 jrs / - 2e — 2 sem. / - 3 à 5 — 4 sem. / 9 sem. 6-10 — 13 sem. / 13 sem. 11 et plus — 13 sem. / 39 sem.	12% du traitement: nouveau contrat, TIAA ou CREF ou TIAA-CREF maximum: $ 180 par mois
Carleton	facultative	50%	incapacité totale jusqu'à la retraite: 50% du traitement et maximum de $ 900 par mois	6 mois	100% du traitement	14% du traitement

tableau 7 (suite)

ASSURANCE-INVALIDITÉ : 1968-1969

institution	adhésion	% de la prime acquittée par l'institution	calcul des prestations d'incapacité	délai de carence	traitement durant le délai de carence	caisse de retraite
Dalhousie	obligatoire	50%	incapacité totale: permanente: jusqu'à la retraite temporaire: 2 ans 60% du traitement et maximum de $ 750 par mois	6 mois	100% du traitement	nil
Guelph	obligatoire	50%	tout genre d'incapacité jusqu'à la retraite: 50% du traitement et maximum de $ 2 000 par mois	3 mois	100% du traitement	nil
Lakehead	obligatoire	50%	incapacité totale jusqu'à la retraite: 50% du traitement et maximum de $ 1 083 par mois	6 mois	1re année de service: 1 mois à plein traitement plus d'un an, 100% du traitement	12% du traitement
Laurentienne	obligatoire	50%	tout genre d'incapacité jusqu'à la retraite: 1er $ 10 000 — 66 2/3 % $ 4 000 suivant — 60% maximum $ 750 par mois	6 mois	rang — traitement 100% / 50%: titulaire avec permanence — 6 mois / - sans permanence — 4 mois / 2 mois agrégé — 3 mois / 3 mois adjoint — 2 mois / 4 mois autres — - / 6 mois	nil
Laval	-	50%	tout genre d'incapacité jusqu'à la retraite 1er $ 20 000 — 60% excédent — 40% maximum $ 1 500 par mois	6 mois	100% du traitement	nil
Lethbridge	facultative	50%	tout genre d'incapacité jusqu'à la retraite: 62% du traitement et maximum de $ 700 par mois	3 mois	année(s) de service — traitement 100% / 50%: 1re (par semestre) — 10 jrs / - 2e — 4 sem. / - 3 à 5 — 6 sem. / 9 sem. 6-10 — 13 sem. / 13 sem. 11 et plus — 13 sem. / 39 sem.	nil

tableau 7 (suite)

ASSURANCE-INVALIDITÉ : 1968-1969

institution	adhésion	% de la prime acquittée par l'institution	calcul des prestations d'incapacité	délai de carence	traitement durant le délai de carence	caisse de retraite
Manitoba	obligatoire	50%	incapacité totale et permanente jusqu'à la retraite incapacité partielle: 2 ans premier $ 7 600 66% $ 7 600 suivant 56% excédent 36% maximum: 75% du 1er $ 1 000 mensuel de traitement et 50% de l'excédent	6 mois	100% du traitement	6% prélevé sur les prestations d'incapacité, l'université acquitte le montant de ses contributions
McGill	obligatoire	50%	tout genre d'incapacité jusqu'à la retraite: 50% du traitement et maximum de $ 1 000 par mois	6 mois	100% du traitement	l'université acquitte le plein montant: les cotisations de l'adhérent et ses contributions
McMaster	obligatoire	variable selon les années	incapacité permanente jusqu'à la retraite: 1er $ 7 000 60% $ 6 000 suivant 50% excédent 40% maximum $ 1 350 par mois	6 mois	100% du traitement	10% du traitement et l'université acquitte la différence
Memorial	obligatoire	50%	incapacité totale jusqu'à la retraite: 66 2/3 % du traitement et maximum de $ 1 800 par mois	2 mois	année(s) de service — traitement 100% — traitement 50% 1re — 2 sem. — - 2e — 1 mois — 1 mois 3 et plus — 2 mois	nil
Ottawa	obligatoire	60%	incapacité totale jusqu'à la retraite incapacité partielle: 2 ans 1er $ 7 000 60% $ 7 000 suivant 50% excédent 40% maximum $ 1 500 par mois	6 mois	100% du traitement	10% du traitement moins le montant des primes de l'assurance-hospitalisation publique

tableau 7 (suite)

ASSURANCE-INVALIDITÉ : 1968-1969

institution	adhésion	% de la prime acquittée par l'université	calcul des prestations d'incapacité	délai de carence	traitement durant le délai de carence	caisse de retraite
Queen's	obligatoire	primes acquittées par caisse de retraite	tout genre d'incapacité jusqu'à la retraite: 50% du traitement et aucun maximum	3 mois	100% du traitement	le régime acquitte les contributions de l'adhérent et de l'université
St. Dunstan's	-	50%	60% du traitement et maximum de $ 600 par mois	-	-	-
St. Mary's	facultative	50%	incapacité totale jusqu'à la retraite: 60% du traitement et maximum de $ 1 000 par mois	3 mois	1er mois: 100% du traitement 2e mois: 85% du traitement 3e mois: 70% du traitement	nil
Sherbrooke	facultative	50%	incapacité totale jusqu'à la retraite: 50% du traitement et maximum de $ 1 083 par mois	3 mois	100% du traitement	contributions de l'adhérent et de l'université
Simon Fraser	obligatoire	50%	tout genre d'incapacité jusqu'à la retraite 1er $ 12 000 50% $ 12 000 suivant 30% maximum de $ 800 par mois	6 mois	100% du traitement	15% du traitement
Trent	obligatoire	50%	incapacité totale jusqu'à la retraite: 70-75% du traitement et maximum de $ 650 par mois	3 mois	100% du traitement	nil
Victoria	obligatoire	50%	incapacité totale jusqu'à la retraite 1er $ 12 000 60% excédent 40% maximum $ 1 000 par mois	6 mois	100% du traitement	15% du traitement
Waterloo	obligatoire	50%	incapacité totale jusqu'à la retraite incapacité partielle et permanente jusqu'à la retraite 60% du traitement et maximum de $ 1 000 par mois	3 mois	100% du traitement	

tableau 7 (suite)

ASSURANCE-INVALIDITÉ : 1968-1969

institution	adhésion	% de la prime acquittée par l'institution	calcul des prestations d'incapacité	délai de carence	traitement durant le délai de carence	caisse de retraite
Waterloo Luth.	facultative	50%	incapacité totale jusqu'à la retraite: 50% du traitement et aucun maximum	3 mois	100% du traitement	nil
Western	obligatoire	50%	tout genre d'incapacité jusqu'à la retraite: 37-45% du traitement et maximum de $600 par mois	6 mois	100% du traitement: 1 mois par année de service	université acquitte ses contributions et les cotisations de l'adhérent
Windsor	obligatoire	50%	incapacité totale jusqu'à la retraite incapacité partielle: 2 ans 50% du traitement et maximum de $ 1 083 par mois	3 mois	100% du traitement	si l'adhérent consent à ce qu'on retienne 5% de ses prestations, l'université contribue le montant nécessaire à assurer une rente de retraite selon la formule
Winnipeg	obligatoire	50%	incapacité totale jusqu'à la retraite incapacité partielle: 2 ans 1er $ 7 600 60% $ 7 600 suivant 50% excédent 30% maximum $ 850 par mois	3 mois	100% du traitement	dispositions
York	obligatoire	50%	incapacité totale jusqu'à la retraite incapacité partielle: 2 ans 1er $ 6 000 60% excédent 50% maximum $ 1 200 par mois	3 mois	variable selon le rang et le nombre d'années de service	montant équivalent aux contributions de l'adhérent et de l'université

tableau 8

CONGÉ SABBATIQUE: 1968-1969

institution	ententes ou régime	nombre d'années de service et traitement durant le congé sabbatique	conditions du congé sabbatique*								contribution à la caisse de retraite	continuation des assurances°				remarques
			1	2	3	4	5	6	7	8		9	10	11	12	
Acadia	régime	après 6 ans 1 an: 50% du traitement du dernier exercice plus l'augmentation annuelle	X	X	X	-	-	X	-	X	traitement annuel	oui	oui	oui	oui	titulaire, agrégé, adjoint
Alberta	régime	après 6ans dont 2 à d'autres institutions 80% du traitement du dernier exercice plus l'augmentation annuelle	-	-	-	-	X	6 ms	-	-	alternative: traitement annuel ou aucune cont.	oui	oui	oui	oui	tous les professeurs
Bishop's	ententes	après 6 ans dont quelques années à d'autres institutions	X	X	X	X	-	-	-	-	-	oui	oui	nil	oui	titulaire, agrégé, adjoint
Brandon	ententes	titulaire et agrégé: après 10 ans autres: non précisé 1 an: 56% du traitement du dernier exercice	X	X	-	X	-	2 ans	-	-	traitement durant le congé	oui	nil	oui	nil	tous les professeurs
U. B. C.	régime	titulaire, agrégé: 4 ans adjoint: 4 ans à l'université, 2 ans à ce rang 3 mois: 100% du traitement 1 an: 60% du traitement traitement du dernier exercice plus l'augmentation annuelle	X	X	-	X	-	1 an	-	-	traitement annuel	oui	oui	oui	nil	titulaire, agrégé, adjoint
Calgary	régime	après 6 ans dont 2 à d'autres institutions 80% du traitement du dernier exercice plus l'augmentation annuelle	X	X	X	X	-	2 ans	-	-	traitement annuel	oui	oui	oui	oui	tous les professeurs
Carleton	régime	après 6 ans et "ad hoc" en ce qui concerne les années d'enseignement ailleurs 6 mois: 100% du traitement 1 an: 50% du traitement après 6 ans 58% du traitement après 7 ans 66% du traitement après 8 ans 75% du traitement après 9 ans dernier exercice plus augmentation ann.	X	X	X	X	-	X	-	-	université: traitement annuel adhérent: traitement annuel ou traitement du congé	oui	oui	oui	nil	titulaire, agrégé adjoint

* 1 projet de recherche; 2 études pour un 1er doctorat; 3 rédaction de thèse; 4 études de recyclage; 5 permanence de l'emploi; 6 engagement à retourner à votre institution un certain nombre d'année(s); 7 aucune autre condition que le nombre prescrit d'années de service: 8 autres

° 9 assurance-vie; 10 assurance-maladie; 11 assurance-invalidité; 12 assurance-hospitalisation, régime privé NIL équivaut à aucun régime à l'institution

t a b l e a u 8 (suite)

C O N G É S A B B A T I Q U E : 1968-1969

institution	ententes ou régime	nombre d'années de service et traitement durant le congé sabbatique	conditions du congé sabbatique*								contribution à la caisse de retraite	continuation des assurances°				remarques
			1	2	3	4	5	6	7	8		9	10	11	12	
Dalhousie	régime	après 6 ans 6 mois: 100% du traitement 1 an: 50% du traitement traitement du dernier exercice plus l'augmentation annuelle	X	X	-	X	-	-	-	-	traitement annuel	oui	oui	oui	oui	titulaire, agrégé adjoint
Lakehead	régime	après 6 ans à ce rang, dont le nombre d'années ailleurs est divisé par deux 1 an: 75% du traitement du dernier exercice	-	-	-	-	-	-	X	-	traitement durant le congé	oui	oui	oui	oui	tous les professeurs
Laurentienne	régime	titulaire, agrégé: après 6 ans adjoint: après 6 ans et 2 ans à ce rang 6 mois: 100% du traitement 1 an: 50% du traitement traitement du dernier exercice	X	X	X	X	-	1 an	-	-	traitement annuel	oui	oui	oui	oui	titulaire, agrégé, adjoint
Laval	ententes	après 7 à 10 ans à ce rang 1 an: 100% du traitement moins le montant des bourses obtenues traitement du dernier exercice plus l'augmentation annuelle	X	-	-	X	-	X	-	-	traitement annuel	oui	oui	oui	nil	titulaire, agrégé, adjoint
Lethbridge	régime	après 6 ans dont 2 à d'autres institutions 80% du traitement du dernier exercice plus l'augmentation annuelle	-	-	-	-	-	2 ans	-	-	traitement annuel	oui	oui	non	oui	tous les professeurs
Loyola	régime	après 7 ans 6 mois: 100% du traitement 1 an: 50% du traitement traitement du dernier exercice plus l'augmentation annuelle	X	X	X	X	-	X	-	-	traitement annuel	oui	oui	nil	nil	titulaire, agrégé, adjoint

* 1 projet de recherche; 2 études pour un 1er doctorat; 3 rédaction de thèse; 4 études de recyclage; 5 permanence de l'emploi; 6 engagement à retourner à votre institution un certain nombre d'année(s); 7 aucune autre condition que le nombre prescrit d'années de service; 8 autres

° 9 assurance-vie; 10 assurance-maladie; 11 assurance-invalidité; 12 assurance-hospitalisation, régime privé NIL équivaut à aucun régime à l'institution

tableau 8 (suite)

CONGÉ SABBATIQUE: 1968-1969

institution	ententes ou régime	nombre d'années de service et traitement durant le congé sabbatique	conditions du congé sabbatique* 1	2	3	4	5	6	7	8	contribution à la caisse de retraite	continuation des assurances° 9	10	11	12	remarques
Manitoba	régime	après 6 ans dont un certain nombre à d'autres institutions 6 mois: 100% du traitement 1 an: 50% du traitement[a] traitement annuel du dernier exercice plus l'augmentation annuelle	X	-	-	X	X	1 an	-	-	traitement annuel	oui	oui	oui	nil	tous les professeurs
Memorial	régime	après 7 ans 1 an: marié 75% du traitement célibataire 50% du traitement traitement du dernier exercice plus l'augmentation annuelle	-	-	-	-	-	3 ans	-	-	traitement annuel	oui	oui	oui	nil	tous les professeurs
Moncton	régime	après 5 ans 1 an: 50% du traitement du dernier exercice	X	-	-	X	-	5 ans	-	-	université: traitement annuel adhérent: nil	nil	oui	nil	non	titulaire, agrégé, adjoint
U. N. B.	régime	après 6 ans 1 an: de 50 à 75% du traitement du dernier exercice plus l'augmentation annuelle	X	-	-	X	-	-	-	-	adhérent: traitement annuel université: aucune cont.	oui	oui	nil	nil	tous les professeurs
Notre Dame, N.	ententes	après 7 ans 1 an: 50% du traitement du dernier exercice plus l'augmentation annuelle	-	-	-	-	-	2 ans	-	X	aucune contribution	oui	oui	nil	nil	tous les professeurs
Ottawa	régime	après 6 ans 6 mois: 100% du traitement 1 an: 50% du traitement[a] plus accumulation de 5% par année au-delà de 6 ans; maximum de 80% du trait. traitement du dernier exercice plus l'augmentation annuelle	X	X	X	X	-	1 an	-	X	traitement annuel	oui	oui	oui	nil	tous les professeurs

* 1 projet de recherche; 2 études pour un 1er doctorat; 3 rédaction de thèse; 4 études de recyclage; 5 permanence de l'emploi; 6 engagement à retourner à votre institution un certain nombre d'année(s); 7 aucune autre condition que le nombre prescrit d'années de service; 8 autres.

° 9 assurance-vie: 10 assurance-maladie; 11 assurance-invalidité; 12 assurance-hospitalisation, régime privé NIL équivaut à aucun régime à l'institution

[a] si le congé est différé pour des raisons administratives, un supplément peut s'ajouter au traitement durant le congé sabbatique.

tableau 8 (suite)

CONGÉ SABBATIQUE : 1968-1969

institution	ententes ou régime	nombre d'années de service et traitement durant le congé sabbatique	conditions du congé sabbatique*								contribution à la caisse de retraite	continuation des assurances°				remarques
			1	2	3	4	5	6	7	8		9	10	11	12	
Queen's	régime	après 6 ans de 6 à 9 ans: 50% du traitement de 10 à 13 ans: 66 2/3 % du traitement 14 ans et plus: 80% du traitement traitement du dernier exercice plus l'augmentation annuelle	X	-	-	X	-	-	-	-	traitement annuel	oui	oui	oui	oui	tous les professeurs
St. Dunstan's	ententes	après 6 ans à ce rang 6 mois: 100% du traitement 1 an: 50% du traitement traitement du dernier exercice plus l'augmentation annuelle									-	oui	oui	oui	nil	titulaire, agrégé, adjoint
St. Francis X.	régime	après 7 ans: 50% du traitement après 10 ans: 66 2/3 % du traitement traitement du dernier exercice plus l'augmentation annuelle	X	-	-	X	-	-	-	-	traitement durant le congé	oui	oui	nil	oui	titulaire, agrégé, adjoint
St. Mary's	régime	après 6 ans 6 mois: 100% du traitement 1 an: 50% du traitement traitement du dernier exercice plus l'augmentation annuelle	X	-	-	X	-	2 ans	-	-	traitement durant le congé	oui	oui	oui	oui	titulaire, agrégé, adjoint
Sherbrooke	ententes	aucune mention de la période de service 1 an: 100% du traitement du dernier exercice plus l'augmentation annuelle	X	-	-	X	-	1 an	-	-	traitement annuel	oui	oui	oui	oui	titulaire, agrégé
Trent	régime	après 6 ans dont un certain nombre à d'autres institutions 100% du traitement du dernier exercice plus l'augmentation annuelle	-	-	-	-	-	-	X	X	traitement annuel	oui	oui	oui	oui	tous les professeurs
Victoria	régime	après 6 ans: 66 2/3 % du traitement quelquefois après 4 ou 5 ans: 1/6 de ce traitement par année de service traitement du dernier exercice plus l'augmentation annuelle	X	-	-	-	X	1 an	-	-	traitement annuel	oui	oui	oui	nil	tous les professeurs

* 1 projet de recherche; 2 études pour un 1er doctorat; 3 rédaction de thèse; 4 études de recyclage; 5 permanence de l'emploi; 6 engagement à retourner à votre institution un certain nombre d'année(s); 7 aucune autre condition que le nombre prescrit d'années de service; 8 autres.

° 9 assurance-vie; 10 assurance-maladie; 11 assurance-invalidité; 12 assurance-hospitalisation, régime privé NIL équivaut à aucun régime à l'institution

tableau 8 (suite)

CONGÉ SABBATIQUE: 1968-1969

institution	ententes ou régime	nombre d'années de service et traitement durant le congé sabbatique	conditions du congé sabbatique*								contribution à la caisse de retraite	continuation des assurances°				remarques
			1	2	3	4	5	6	7	8		9	10	11	12	
Waterloo	régime	après 6 ans 6 mois: 100% du traitement 1 an: 50% du traitement traitement du dernier exercice plus l'augmentation annuelle	-	-	-	-	-	-	X	-	traitement durant le congé	oui	oui	oui	nil	titulaire, agrégé, adjoint
Waterloo Luth.	ententes	études en cours en vue d'établir un régime									-	-	-	-	-	-
Windsor	régime	après 6 ans: 60% du traitement 7 ans: 70% du traitement 8 ans: 80% du traitement 9 ans: 90% du traitement 10 ans: plein traitement traitement du dernier exercice plus l'augmentation annuelle	X	X	X	X	-	1 an	-	X	traitement durant le congé	oui	oui	oui	nil	titulaire, agrégé, adjoint
Winnipeg	régime	après 7 ans dont un certain nombre à d'autres institutions 6 mois: 100% du traitement 1 an: 50% du traitement traitement du dernier exercice plus l'augmentation annuelle	X	X	X	X	X	2 ans	-	-	au choix de l'adhérent: traitement annuel ou traitement du congé	oui	nil	non	nil	titulaire, agrégé, adjoint
York	régime	après 6 ans dont quelquefois un certain nombre d'année(s) à d'autres institutions 6 mois: 100% du traitement 1 an: 50% du traitement traitement du dernier exercice plus l'augmentation annuelle	X	X	X	X	X	X	-	-	traitement durant le congé	oui	oui	oui	oui	tous les professeurs

* 1 projet de recherche; 2 études pour un 1er doctorat; 3 rédaction de thèse; 4 études de recyclage; 5 permanence de l'emploi; 6 engagement à retourner à votre institution un certain nombre d'année(s); 7 aucune autre condition que le nombre prescrit d'années de service; 8 autres.

° 9 assurance-vie; 10 assurance-maladie; 11 assurance-invalidité; 12 assurance-hospitalisation, régime privé NIL équivaut à aucun régime à l'institution

tableau 9

CONGÉ AVEC SOLDE: 1968-1969

institution	ententes ou régime	conditions du congé[o]								durée du congé	traitement durant le congé	contribution à la caisse de retraite	continuation des assurances*				remarques
		1	2	3	4	5	6	7	8				9	10	11	12	
Acadia	régime	X	X	X	-	X	2 ans	-	-	12 mois	50% du traitement	traitement annuel	oui	oui	oui	oui	titulaire, agrégé, adjoint
Alberta	ententes	-	X	-	-	-	2 ans	-	-	de 6 à 24 mois	50% du traitement minimal du professeur adjoint	alternative: traitement annuel ou aucune cont.	oui	oui	oui	oui	tous les professeurs
Brandon	ententes	X	X	-	X	-	2 ans	-	-	de 12 à 24 mois	traitement partiel	traitement durant le congé	oui	nil	oui	nil	tous les professeurs
Calgary	régime	-	X	-	-	-	2 ans	-	-	généralement maximum de 12 mois	50% du traitement minimal du professeur adjoint**	traitement annuel	oui	oui	oui	oui	généralement, adjoint et chargé d'enseignement
Carleton	ententes	X	X	X	X	-	X	-	-	de 12 à 36 mois	"ad hoc" remboursement de la subvention si le professeur ne retourne pas à l'université	université: traitement annuel adhérent: traitement annuel ou celui du congé	oui	oui	oui	nil	tous les professeurs
Guelph	régime	X	X	X	X	X	1 an	-	-	maximum de 12 mois	100% du traitement	traitement annuel	oui	oui	oui	oui	titulaire, agrégé, adjoint
Lakehead	régime	X	X	X	X	-	X	-	-	12 mois	12½% du traitement par année de service	traitement durant le congé	oui	oui	oui	oui	tous les professeurs
Laurentienne	régime	X	X	X	-	-	1-2 ans	-	-	de 12 à 24 mois	traitement partiel	traitement annuel	oui	oui	oui	oui	tous les professeurs

[o] 1 projet de recherche; 2 études de doctorat; 3 rédaction de thèse; 4 recyclage; 5 permanence de l'emploi; 6 engagement à retourner à votre institution un certain nombre d'année(s); 7 rapport sur les travaux effectués durant le congé; 8 autres.

* 9 assurance-vie; 10 assurance-maladie; 11 assurance-invalidité; 12 assurance-hospitalisation, régime privé. NIL équivaut à aucun régime à l'institution

** si le professeur reçoit une subvention de l'extérieur, l'université réduira son traitement partiel de la moitié du montant de cette subvention

tableau 9 (suite)

CONGÉ AVEC SOLDE: 1968-1969

institution	ententes ou régime	conditions du congé[o] 1	2	3	4	5	6	7	8	durée du congé	traitement durant le congé	contribution à la caisse de retraite	continuation des assurances* 9	10	11	12	remarques
Laval	ententes	X	X	X	X	-	X	-	-	de 2 à 6 mois	100% du traitement	traitement annuel	oui	oui	oui	nil	titulaire, agrégé, adjoint
Lethbridge	régime	-	X	-	-	-	-	-	-	12 mois	50% du traitement minimal du professeur adjoint	aucune contribution	oui	oui	non	oui	tous les professeurs
Manitoba	régime	X	X	-	-	-	1-2 ans	-	-	de 12 à 24 mois	50% du traitement, la 1re année 2e année: nil	traitement annuel	oui	oui	oui	nil	adjoint et chargé d'enseignement
McGill	ententes	X	-	-	X	-	X	-	-	de 3 à 24 mois	6 mois: 100% du traitement 12 mois: 50% du traitement	traitement annuel	oui	oui	oui	nil	titulaire, agrégé adjoint, et quelquefois chargé d'enseignement
McMaster	ententes	X	-	-	-	X	X	-	-	de 6 à 12 mois	6 mois: 100% du traitement 12 mois: 50% du traitement	au choix de l'adhérent et l'université fait de même	oui	oui	oui	nil	titulaire, agrégé adjoint
Memorial	régime	-	-	-	-	-	-	-	X	variable	100% du traitement	traitement annuel	oui	oui	oui	nil	tous les professeurs
Moncton	ententes	X	-	X	-	-	-	X	-	de 2 à 5 mois	100% du traitement	traitement annuel	nil	non	nil	non	titulaire
Montréal	ententes	X	X	X	X	-	3 ans	-	-	de 6 à 24 mois	50% du traitement**	traitement annuel	oui	non	nil	nil	tous les professeurs
Mt. Allison	ententes	X	X	X	X	X	X	X	X	de 6 à 12 mois	variable: 100% du traitement ou traitement partiel	traitement annuel***	non	non	nil	non	tous les professeurs

[o] 1 projet de recherche; 2 études de doctorat; 3 rédaction de thèse; 4 recyclage; 5 permanence de l'emploi; 6 engagement à retourner à votre institution un certain nombre d'année(s); 7 rapport sur les travaux effectués durant le congé; 8 autres.

* 9 assurance-vie; 10 assurance-maladie; 11 assurance-invalidité; 12 assurance-hospitalisation, régime privé NIL équivaut à aucun régime à l'institution

** ce traitement partiel sera réduit si le professeur reçoit une subvention de l'extérieur et que la somme du montant de cette subvention et du montant du traitement partiel (50%) dépasse le montant du traitement annuel régulier.

***l'université acquitte également les cotisations du professeur.

tableau 9 (suite)

CONGÉ AVEC SOLDE: 1968-1969

institution	ententes ou régime	conditions du congé[0]								durée du congé	traitement durant le congé	contribution à la caisse de retraite	continuation des assurances*				remarques
		1	2	3	4	5	6	7	8				9	10	11	12	
U. N. B.	ententes	-	X	-	X	-	1 an	-	X	de 12 à 36 mois	subvention	adhérent: traitement annuel université: aucune cont.	oui	oui	nil	nil	tous les professeurs
Notre Dame of N.	régime	-	X	X	-	-	1-3 ans	-	X	de 12 à 36 mois	50% du traitement	nil	oui	oui	nil	nil	tous les professeurs
Nova Scotia	ententes	X	X	X	X	-	X	-	-	de 1 à 16 mois	variable selon le nombre d'années de service et la durée du congé	traitement durant le congé	oui	oui	nil	nil	tous les professeurs
Ottawa	régime	X	X	X	X	-	1 an	X	-	12 mois (renouvelable)	1/6 du traitement par année de service, max. $ 3 000	adhérent: à son choix université: aucune cont.	à la charge du professeur				tous les professeurs
Queen's	ententes	-	-	-	-	-	-	-	X	-	McLaughlin Fellowships (exemple)	traitement annuel	oui	oui	oui	oui	tous les professeurs
R. M. C.	régime	X	X	X	X	X	-	-	X	de 3 à 9 mois	3 mois: 100% du traitement 9 mois: 50% du traitement	traitement annuel	oui	oui	nil	nil	tous les professeurs
St. Francis X.	régime	-	X	-	-	-	3-5 ans	-	-	de 12 à 24 mois	50-66 2/3 % du traitement selon le nombre d'années de service	traitement durant le congé	oui	oui	nil	oui	tous les professeurs
Sherbrooke	ententes	X	X	X	X	-	2 ans	X	-	de 12 à 24 mois	75% du traitement	traitement durant le congé	oui	oui	oui	oui	tous les professeurs

[0] 1 projet de recherche; 2 études de doctorat; 3 rédaction de thèse; 4 recyclage; 5 permanence de l'emploi; 6 engagement à retourner à votre institution un certain nombre d'année(s); 7 rapport sur les travaux effectués durant le congé; 8 autres.

* 9 assurance-vie; 10 assurance-maladie; 11 assurance-invalidité; 12 assurance-hospitalisation, régime privé NIL équivaut à aucun régime à l'institution

tableau 9 (suite)

CONGÉ AVEC SOLDE: 1968-1969

institution	ententes ou régime	conditions du congé[o]								durée du congé	traitement durant le congé	contribution à la caisse de retraite	continuation des assurances*				remarques
		1	2	3	4	5	6	7	8				9	10	11	12	
Sir G. Wms.	régime	X	X	X	X	-	-	X	X	de 6 à 12 mois	après 6 ans: 100% après 4 ans: 50% du traitement	traitement annuel	oui	oui	nil	oui	tous les professeurs
Victoria	régime	-	X	X	-	-	1-2 ans	-	-	de 12 à 24 mois	$ 1 500- 2 500 selon l'état civil et le nombre de dépendants	traitement annuel	oui	oui	oui	nil	tous les professeurs
Waterloo	ententes	X	X	X	X	X	-	X	X	variable	"ad hoc"	traitement durant le congé	oui	oui	oui	nil	titulaire, agrégé, adjoint
Windsor	régime	-	X	-	-	-	3 ans	-	X[x]	de 12 à 24 mois	1an: le plus élevé de: $ 2 700 ou 1/3 du traitement[x]	traitement durant le congé	oui	oui	oui	nil	tous les professeurs

[o] 1 projet de recherche; 2 études de doctorat; 3 rédaction de thèse; 4 recyclage; 5 permanence de l'emploi; 6 engagement à retourner à votre institution un certain nombre d'année(s); 7 rapport sur les travaux effectués durant le congé; 8 autres.

* 9 assurance-vie; 10 assurance-maladie; 11 assurance-invalidité; 12 assurance-hospitalisation, régime privé NIL équivaut à aucun régime à l'institution

[x] congé avec solde accordé après au moins trois ans de service; au traitement partiel s'ajoute un prêt dont le montant est égal au traitement durant le congé; si le professeur, au terme de son congé, retourne à l'institution au moins trois ans, le prêt s'annule.

tableau 10

CONGÉ SANS SOLDE: 1968-1969

institution	genre de congé et durée maximale*								conditions des congés sans solde		
	1	2	3	4	5	6	7	8	nombre minimal d'année(s) de service	limite à la fréquence	retard dans l'augmentation des traitements et dans la promotion
Acadia	X	X	X	X	X	X	X	-	non	non	selon les circonstances
Alberta	X	X	X	X	X	X	X	-	non	non	non
Bishop's	X	-	X	-	-	-	-	-	non	non	non
Brandon	X	-	-	-	-	-	-	-	non	non	non
U. B. C. [a]	-	-	-	X 12 mois	X	-	X	-	non	non	oui
Brock	X 12 mois	X 12 mois	X 36 mois	-	X	X	X	-	non	non	non
Calgary	X	X	X	X	X durée	X du	X terme	-	non	non	non
Carleton	X	X	X	X	X	X	X	X	non	non	non
Guelph [b]	X 12 mois	X 12 mois	X 12 mois	X 12 mois	X 12 mois	X 12 mois	X 2-5 ans	-	non	non	reclassification au retour
Lakehead	X 12 mois	X 12 mois	X 12 mois	-	X 12 mois	-	-	-	non	non	non
Laurentienne	X 24 mois	X 24 mois	X 24 mois	X 24 mois	X 24 mois	X 24 mois	-	-	non	oui	oui
Laval [a]	X 12 mois	-	X 12 mois	X 24 mois	X 24 mois	X 12 mois	X	-	3 ans	à tous les 5 ans	non
Lethbridge	-	-	-	-	-	-	X	-	non	non	non

* 1 études; 2 rédaction de thèse; 3 recherche; 4 enseignement à une autre institution; 5 service public; 6 commission d'enquête; 7 politique; 8 autres.

[a] titulaire, agrégé et adjoint seulement

[b] le professeur en congé sans solde de 12 mois peut obtenir une extension du congé au terme de la période; si le professeur est conseiller municipal ou membre d'un conseil scolaire, il subira une réduction de traitement dans la même proportion que la réduction des tâches qu'il sera appelé à demander.

tableau 10 (suite)

CONGÉ SANS SOLDE: 1968-1969

institution	genre de congé et durée maximale*								conditions des congés sans solde		
	1	2	3	4	5	6	7	8	nombre minimal d'année(s) de service	limite à la fréquence	retard dans l'augmentation des traitements et dans la promotion
Loyola [a]	X 12 mois	-	-	-	X 12 mois	-	-	-	"ad hoc"	-	non
Manitoba	X 12 mois	X 12 mois	-	X 12 mois	X 12 mois	-	X[b] 12 mois	-	1 an	oui, "ad hoc"	non
McGill	X 12 mois	X 12 mois	X 12 mois	X 12 mois	X 12 mois	X 12 mois	X 12 mois	-	non	à tous les 5 ans	non
McMaster	-	X 12 mois	X 12 mois	X 12 mois	-	-	X	-	non	non	non
Memorial	X 12 mois	X	X	X	X.	X	X	X	non	non	non
Moncton [c]	X	X	X	X	X	X	-	-	non	non	non
Montréal [a]	-	-	-	X	X	-	X	-	non	non	non
	titulaire et agrégé[b]: 24 mois adjoint: 36 mois				24 mois 36 mois		24 mois 36 mois				
Mt. Allison	X	X	X	X	X	X	X	-	non	"ad hoc"	non
U. N. B.	X 24 mois	-	X 24 mois	X 24 mois	-	-	-	-	de 3 à 4 ans	non si substitut	non
Notre Dame of N.	X 12 mois	-	X 12 mois	-	-	-	-	-	non	non	non
Nova Scotia	X	X	X	X	X	X	X 48 mois	-	non	non	non
Ottawa	X ad hoc	X ad hoc	X ad hoc	X ad hoc	X ad hoc	X ad hoc	X ad hoc	X ad hoc	non	non	oui

* 1 études; 2 rédaction de thèse; 3 recherche; 4 enseignement à une autre institution; 5 service public; 6 commission d'enquête; 7 politique; 8 autres

[a] titulaire, agrégé et adjoint seulement
[b] extension du congé au terme de la période
[c] titulaire et agrégé seulement

tableau 10 (suite)

CONGÉ SANS SOLDE : 1968-1969

institution	genre de congé et durée maximale*								conditions des congés sans solde		
	1	2	3	4	5	6	7	8	nombre minimal d'année(s) de service	limite à la fréquence	retard dans l'augmentation des traitements et dans la promotion
Queen's	X 12 mois	X 12 mois	X 12 mois	X 12 mois	X 12 mois	-	-	-	non	"ad hoc"	non
R. M. C.	X 36 mois	X 36 mois	X 12 mois	X 36 mois	X 12 mois	-	X mandat	-	non	"ad hoc"	non
St. Francis X.	-	-	-	X	X	X	X	X	non	aucune politique	-
St. Mary's	X	X	X	X	X	X	X	-	2 ans	aucune politique	non
Sherbrooke	X 24 mois	X 24 mois	-	X 24 mois	X 24 mois	X 24 mois	-	-	2 ans	"ad hoc"	non
Sir G. Wms.	X 12 mois	X 12 mois	X 12 mois	X 12 mois	X 12 mois	-	-	-	non	non	non
Victoria	X 24 mois	X 24 mois	X 24 mois	X 12 mois	X[a] 12 mois	X ad hoc	X mandat	-	non	"ad hoc"	non
Waterloo[b]	X 12 mois	X 12 mois	X 12 mois	X 12 mois	X 12 mois	X 12 mois	X 12 mois	X 12 mois	non	non	non
Windsor	X 12 mois	-	-	X 12 mois	X 12 mois	-	-	-	non	non	oui
Winnipeg	X 36 mois	X 36 mois	X 36 mois	X 36 mois	X 36 mois	X 36 mois	X 36 mois	-	non	"ad hoc"	non
York	X	X	X	X	X	X	X	-	non	non	selon la nature du congé

* 1 études; 2 rédaction de thèse; 3 recherche; 4 enseignement à une autre institution; 5 service public; 6 commission d'enquête; 7 politique; 8 autres

[a] extension du congé au terme de la période

[b] titulaire, agrégé et adjoint seulement

tableau 11

NOMBRE DE PROFESSEURS EN CONGÉ sabbatique, avec solde, sans solde: 1968-1969 (estimation)

institution	nombre de professeurs en congé sabbatique				nombre de professeurs en congé avec solde				nombre de professeurs en congé sans solde			
	titulaire	agrégé	adjoint	chargé d'enseignement*	titulaire	agrégé	adjoint	chargé d'enseignement*	titulaire	agrégé	adjoint	chargé d'enseignement*
Acadia	-	1	-	-	-	-	-	-	-	1	3	1
Alberta	15	13	2	-	1	1	9	1	5	7	13	1
Bishop's	1	-	-	-	-	-	-	-	-	1	-	-
Brandon	-	2	1	-	-	-	-	1	-	-	-	-
U. B. C.	24	23	30	-	-	-	-	-	7	8	11	-
Brock	-	-	-	-	-	-	-	-	2	-	2	2
Calgary	9	13	1	-	-	-	4	-	2	-	6	1
Carleton	5	5	6	1	1	2	2	-	2	1	2	4
Dalhousie	5	3	4	-	-	-	-	-	-	-	-	-
Guelph	-	-	-	-	total : 13				-	-	-	-
Lakehead	1	1	1	-	-	-	1	-	-	-	-	-
Laurentienne	1	-	-	-	-	3	2	-	-	-	-	-
Laval	13	2	1	-	-	1	10	1	1	-	-	-
Lethbridge	-	-	1	-	-	1	4	1	-	-	1	-
Loyola	-	1	2	-	-	-	-	-	-	-	3	-
Manitoba	7	7	2	1	-	-	5	1	6	3	6	3
McMaster	-	-	-	-	5	6	3	1	2	1	1	1
Memorial	1	4	2	-	-	-	-	-	-	-	3	4
Moncton	-	1	-	-	-	-	-	-	-	1	-	-
Montréal	-	-	-	-	9	6	15	32	2	7	2	-
Mt. Allison	-	-	-	-	-	-	2	-	-	-	2	1
U. N. B.	1	8	5	1	-	-	5	-	1	-	2	1
Notre Dame of N.	-	-	-	-	-	-	1	3	-	1	-	2
Nova Scotia	-	-	-	-	-	1	1	1	2	-	-	-
Ottawa	-	2	4	1	-	3	11	9	-	6	4	4
Queen's	7	4	1	-	-	-	-	-	2	5	10	1
R. M. C.	-	-	-	-	1	-	-	1	-	-	-	1
St. Dunstan's	-	1	1	-	-	-	-	-	-	-	-	-
St. Francis X.	2	2	1	-	-	-	6	10	3	1	1	1
St. Mary's	1	1	-	-	-	-	-	-	-	1	4	3
Sherbrooke	-	-	-	-	1	-	10	9	-	-	2	-
Sir G. Williams	-	-	-	-	2	3	3	-	1	1	5	-
Victoria	2	10	1	-	-	-	1	5	1	2	2	6
Waterloo	8	8	1	-	2	1	-	-	2	2	1	-
Western	8	7	6	9	-	-	-	-	-	-	-	-
Windsor	4	6	-	-	-	-	-	-	-	-	2	2
Winnipeg	-	3	1	-	-	-	-	-	-	-	2	7
York	7	1	1	2	-	-	-	-	1	-	1	1

* chargé d'enseignement: cette rubrique comprend les professeurs non classés comme titulaires, agrégés ou adjoints.

tableau 12

EXONÉRATION TOTALE OU PARTIELLE DES FRAIS D'ÉTUDES: 1968-1969

institution	conditions	pourcentage d'exonération des frais d'études										remarques
		études professionnelles					études de culture					
		professeur de son vivant*			professeur décédé*		professeur de son vivant*			professeur décédé*		
		1	2	3	2	3	1	2	3	2	3	
Acadia	tous les professeurs	nil	50%	50%	50%	50%	nil	nil	nil	nil	nil	1er cycle d'études, étudiant régulier
Alberta	-	nil	nil	nil	-	nil	nil	nil	nil	-	nil	1er cycle d'études et toute classe d'étudiants
Bishop's	tous les professeurs	100%	100%	100%	à la discrétion de l'adm.		nil	nil	nil	à la discrétion de l'adm.		tous les niveaux d'études toute classe d'étudiants
Carleton	permanence de l'emploi	100%	100%	100%	100%	nil	100%	100%	100%	100%	nil	tous les niveaux d'études toute classe d'étudiants
	sans permanence et	100%	100%	100%	100%	nil	100%	100%	100%	100%	nil	
	délai:	nil	3 ans	3 ans	nil	-	nil	3 ans	3 ans	nil	-	
Lakehead	tous les professeurs	100%	100%	100%	nil	nil	nil	nil	nil	nil	nil	tous les niveaux d'études toute classe d'étudiants
Laval	titulaire, agrégé, adjoint	nil	100%	nil	100%[a]	nil	nil	100%	nil	100%[a]	nil	tous les niveaux d'études toute classe d'étudiants
McGill	tous les professeurs	nil	66 2/3	-	-	-	nil	66 2/3	-	-	-	tous les niveaux d'études toute classe d'étudiants
	après 10 ans de service	nil	-	-	100%	100%	nil	-	-	100%	100%	
	d'adjoint à titulaire	nil	-	66 2/3	-	-	nil	-	66 2/3	-	-	
McMaster	tous les professeurs	100%	nil	nil	nil	nil	50%	nil	nil	nil	nil	tous les niveaux d'études toute classe d'étudiants
Memorial	tous les professeurs	100%	nil	nil	nil	nil	100%	nil	nil	nil	nil	tous les niveaux d'études toute classe d'étudiants
Moncton	tous les professeurs	100%	50%	100%	nil	nil	100%	50%	100%	nil	nil	tous les niveaux d'études toute classe d'étudiants

* 1 frais d'études du professeur; 2 frais d'études des enfants du professeur; 3 frais d'études du conjoint

[a] au cours de la période de 5 ans qui suit le décès

tableau 12 (suite)

EXONÉRATION TOTALE OU PARTIELLE DES FRAIS D'ÉTUDES: 1968-1969

institution	conditions	pourcentage d'exonération des frais d'études										remarques
		études professionnelles					études de culture					
		professeur de son vivant*			professeur décédé*		professeur de son vivant*			professeur décédé*		
		1	2	3	2	3	1	2	3	2	3	
Montréal	tous les professeurs: immédiatement	100%	-	-	nil	nil	20%	-	-	nil	nil	tous les niveaux d'études
	délai: 1-2 ans	100%	-	-	nil	nil	50%	-	-	nil	nil	
	3-4 ans	100%	-	-	nil	nil	90%	-	-	nil	nil	
	5 ans et plus	100%	100%	100%	nil	nil	90%	-	-	nil	nil	
Mt. Allison	tous les professeurs	nil	$ 500 max.	$ 500 max.	$ 500 max.	$ 500 max.	nil	$ 500 max.	$ 500 max.	$ 500 max.	$ 500 max.	tous les niveaux d'études
U. N. B.	tous les professeurs	nil	50%	nil	50%	nil	nil	50%	nil	50%	nil	tous les niveaux d'études étudiant régulier
Notre Dame of Nelson	tous les professeurs	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%	tous les niveaux d'études toute classe d'étudiants
Ottawa	tous les professeurs	nil	100%	100%	nil	nil	nil	100%	100%	nil	nil	tous les niveaux d'études toute classe d'étudiants
St. Dunstan's	tous les professeurs	-	-	-	-	-	nil	50%	-	50%	nil	tous les niveaux d'études étudiant régulier
St. Francis Xavier	tous les professeurs	nil	100%	nil	nil	nil	nil	100%	nil	nil	nil	tous les niveaux d'études étudiant régulier
St. Mary's	tous les professeurs	100%	50%	50%	nil	nil	100%	50%	50%	nil	nil	tous les niveaux d'études toute classe d'étudiants
Sherbrooke	tous les professeurs	100%	100%	50%	nil	nil	100%	50%	50%	nil	nil	tous les niveaux d'études
	(auditeurs)	100%	50%	50%	nil	nil	100%	50%	50%	nil	nil	étudiant régulier (auditeur, cf. 2e ligne)

* 1 frais d'études du professeur; 2 frais d'études des enfants du professeur; 3 frais d'études du conjoint

tableau 12 (suite)

EXONÉRATION TOTALE OU PARTIELLE DES FRAIS D'ÉTUDES: 1968-1969

institution	conditions	pourcentage d'exonération des frais d'études										remarques
		études professionnelles					études de culture					
		professeur de son vivant*			professeur décédé*		professeur de son vivant*			professeur décédé*		
		1	2	3	2	3	1	2	3	2	3	
Sir George Williams	tous les professeurs	100%	100%	100%	ad hoc	ad hoc	100%	100%	100%	ad hoc	ad hoc	tous les niveaux d'études étudiant régulier
Trent	tous les professeurs	100%	nil	nil	nil	nil	-	nil	nil	nil	nil	tous les niveaux d'études toute classe d'étudiants
Waterloo	tous les professeurs	100%	50%	50%	50%	50%	nil	50%	50%	50%	50%	tous les niveaux d'études toute classe d'étudiants
Waterloo Lutheran	tous les professeurs	50%	100%	50%	100%	nil	50%	100%	50%	100%	nil	tous les niveaux d'études toute classe d'étudiants
Windsor	-	100%	nil	nil	nil	nil	100%[a]	nil	nil	nil	nil	tous les niveaux d'études étudiant régulier
York	tous les professeurs	nil	100%	100%	nil	nil	nil	100%	100%	nil	nil	tous les niveaux d'études toute classe d'étudiants

* 1 frais d'études du professeur; 2 frais d'études des enfants du professeur; 3 frais d'études du conjoint

[a] après avoir obtenu l'autorisation de l'administration

tableau 13

INDEMNITÉ DE DÉPLACEMENT : 1968-1969

institution	occasions où l'institution défraye les dépenses de déplacement *									remboursement complet ou partiel **				limite à la fréquence des déplacements	niveau de l'administration de l'institution	
	1	2	3	4	5	6	7	8	9	10	11	12	13		qui reçoit les demandes d'indemnisation	qui prévoit dans son budget les allocations
Acadia	X	X	X	X	X	X	X	-	-	X	X	X	-	limites du budget du département	département, faculté, administration	administration et département
Alberta	X	X	-	X	X	-	-	X	-	à l'avantage de l'université et du département: X X X X à l'avantage du professeur: X X $ 20/jour -				aucune limite 2 voyages et maximum de $ 500 par professeur	faculté, administration	administration et faculté
Bishop's	X	X	X	X	X	X	X	X	-	X	X	X	-	aucune limite	faculté	faculté
Brandon	X	X	X	X	X	X	-	-	X	X	-	-	-	limite du budget: généralement 1 fois par année	département, faculté	faculté
U. B. C.	X	X	X	X	X	X	-	-	-	X	X	X	-	discrétion du doyen	faculté	faculté
Brock	X	X	X	X	X	X	X	X	-	X	X	X	-	discrétion du directeur	département	administration et département
Calgary	X	X	X	X	X	X	X	X	-	X	X	X	X	limites du budget	généralement département, faculté	administration et département
Carleton	X	X	X	X	X	X	X	X	X	selon l'entente entre le professeur et le doyen				limites du budget du doyen	faculté, administration	faculté
Dalhousie	X	X	X	X	X	X	X	X	X	remboursement complet ou partiel selon le genre de réunion				discrétion du doyen et de l'administration	faculté, administration	administration et faculté
Guelph	X	X	X	X	X	X	X	X	-	X	X	X	-	limites du budget	département, faculté	département
Lakehead	X	X	X	X	X	X	X	X	-	X	X	X	-	limites du budget qui est de $ 300/prof.	département	département

* réunion d'un organisme professionnel et le professeur: 1 présente une communication; 2 ne présente pas de communication; 3 est membre du bureau
réunion d'une "société savante" et le professeur: 4 présente une communication; 5 ne présente pas de communication; 6 est membre du bureau
réunion d'un autre organisme et le professeur: 7 est membre du bureau
8 déplacement pour un travail de recherche; 9 autres

** 10 transport; 11 logement; 12 faux frais (repas, pourboires, etc); 13 autres

tableau 13 (suite)

INDEMNITÉ DE DÉPLACEMENT : 1968-1969

institution	occasions où l'institution défraye les dépenses de déplacement *									remboursement complet ou partiel **				limite à la fréquence des déplacements	niveau de l'administration de l'institution	
	1	2	3	4	5	6	7	8	9	10	11	12	13		qui reçoit les demandes d'indemnisation	qui prévoit dans son budget les allocations
Laurentienne	X	-	X	X	-	X	X	X	-	X	X	$ 6/ jour		discrétion du vice-recteur académique	département, faculté	administration
	-	X	-	-	X	-	-	-	-	75% et maximum de $ 200 X	X	$ 6/ jour				
										50% et maximum de $ 100						
Laval	X	-	X	X	-	X	X	X	-	décision de la faculté				limites du budget de la faculté	faculté	faculté
Lethbridge	X	X	X	X	X	X	X	X	-	100% et maximum variable chaque année				aucune limite	faculté	administration
Loyola	X	X	X	X	-	X	-	-	-	X	X	X	-	"ad hoc"	administration	département
Manitoba	X	X	X	X	X	X	X	X	-	X	-	-	X	aucune limite	faculté	administration
McGill	-	-	-	X	-	-	-	-	-	X	X	X	-	aucune limite	généralement "Graduate Faculty"	administration, faculté et département
	-	-	-	-	X	-	-	-	-	X	X	X	-	généralement 1 déplacement par année		
McMaster	X	X	X	X	X	X	X	X	-	X	X	X	X	limites du budget du département	département	département
										selon les fonds disponibles						
Memorial	X	-	-	X	-	-	-	-	-	X	X	X	X	limites budgétaires	68-69: département	68-69: département
	-	X	X	-	X	X	X	X	X	X	-	-	-		69- : faculté	69- : faculté
Moncton	X	X	X	X	X	X	X	X	-	X	X	X	X	aucune limite	faculté	département
Montréal	X	X	X	X	X	X	-	-	X	X	X	-	-	aucune limite	selon la justification du déplacement:	
										partiel					administration faculté département	administration faculté département

* réunion d'un organisme professionnel et le professeur: 1 présente une communication; 2 ne présente pas de communication; 3 est membre du bureau
réunion d'une "société savante" et le professeur: 4 présente une communication; 5 ne présente pas de communication; 6 est membre du bureau
réunion d'un autre organisme et le professeur: 7 est membre du bureau
8 déplacement pour un travail de recherche; 9 autres

** 10 transport; 11 logement; 12 faux frais (repas, pourboires, etc.); 13 autres

tableau 13 (suite)

INDEMNITÉ DE DÉPLACEMENT : 1968-1969

institution	occasions où l'institution défraye les dépenses de déplacement *									remboursement complet ou partiel **				limite à la fréquence des déplacements	niveau de l'administration de l'institution	
	1	2	3	4	5	6	7	8	9	10	11	12	13		qui reçoit les demandes d'indemnisation	qui prévoit dans son budget les allocations
Mt. Allison	X	X	X	X	X	X	X	X	-	variable selon les circonstances et les fonds				aucune limite	département, faculté administration	administration
U. N. B.	X	-	X	X	-	X	-	X	-	X	X	X	-	limites budgétaires	généralement: département, faculté	généralement: faculté et département
Notre Dame of N.	X	X	X	X	X	X	X	-	-	variable: de 60 à 100%				limites du budget du département	administration	administration
Nova Scotia	X	X	X	X	X	X	X	-	-	X	X	X	-	discrétion du doyen	faculté	faculté
Ottawa	X	X	X	X	X	X	X	X	-	max. variable de:	local $ 100 175	continental $ 150 225	outre-mer $ 250 300	-	département, faculté, administration	département
Queen's	X	X	X	X	X	X	X	X	-	X	X	X	-	selon la justification et les dépenses	généralement: faculté	administration et faculté
R. M. C.	X	X	X	X	X	X	-	-	-	X	X	X	-	2 fois l'an	directeur des études	administration
										maximum déterminé						
St. Dunstan's	X	X	X	X	X	X	-	-	-	-	-	-	-	limites du budget du département	-	-
St. Francis X.	-	-	-	X	-	-	-	X	-	généralement maximum: $400				max. 2 voyages l'an	département, faculté	administration
	-	-	-	-	X	-	-	-	-	X	-	-	-	limites du budget du département		
St. Mary's	X	X	X	X	X	X	-	X	-	X	v a r i a b l e			limites du budget du département	département, faculté	département

* réunion d'un organisme professionnel et le professeur: 1 présente une communication; 2 ne présente pas de communication; 3 est membre du bureau
réunion d'une "société savante" et le professeur: 4 présente une communication; 5 ne présente pas de communication; 6 est membre du bureau
réunion d'un autre organisme et le professeur 7 est membre du bureau
8 déplacement pour un travail de recherche; 9 autres

** 10 transport; 11 logement; 12 faux frais (repas, pourboires, etc.); 13 autres

tableau 13 (suite)

INDEMNITÉ DE DÉPLACEMENT : 1968-1969

institution	occasions où l'institution défraye les dépenses de déplacement *									remboursement complet ou partiel **				limite à la fréquence des déplacements	niveau de l'administration de l'institution	
	1	2	3	4	5	6	7	8	9	10	11	12	13		qui reçoit les demandes d'indemnisation	qui prévoit dans son budget les allocations
Sherbrooke	X	X	X	X	-	X	X	X	-	X	$ 17 par jour	$ 8	-	limite	département, faculté, administration	faculté
Simon Fraser	X	X	X	X	X	X	X	X	-	X	X	X	-	limites du budget du département	département	département
Sir G. Wms.	X	X	X	X	X	X	X	X	-	X	50%	-	-	limites budgétaires	faculté	faculté
Trent	X	X	-	X	X	-	-	X	-	X	X	X	-	certaines limites	Travel Grants Committee	administration et Travel Grants Committee
Victoria	X	X	X	X	X	X	-	X	-	X	$ 15 par jour			maximum de 2 déplacements par année	département et comité	administration, faculté et département
Waterloo	X	X	X	X	X	X	X	X	X	X	X	X	X	limites budgétaires	département, faculté, administration	département
Waterloo Luth.	X	X	X	X	X	-	-	-	-	discrétion du directeur				limites du budget du département	département, administration	administration et département
Western	X	X	X	X	X	X	X	X	-	X	X	X	-	limites budgétaires	faculté	faculté
Windsor	X	X	X	X	X	X	X	X	-	X	X	X	X	limites du budget du département	département	faculté
Winnipeg	X	-	-	X	-	-	-	X	-	X	X	X	-	2 déplacements par année	département, faculté, administration	administration
	-	X	X	-	X	X	-	-	-	X	-	-	-			
York	X	X	X	X	X	X	-	-	-	remboursement complet ou partiel selon les fonds disponibles				aucune limite	faculté, administration	administration et faculté

* réunion d'un organisme professionnel et le professeur: 1 présente une communication; 2 ne présente pas de communication; 3 est membre du bureau
réunion d'une "société savante" et le professeur: 4 présente une communication; 5 ne présente pas de communication; 6 est membre du bureau
réunion d'un autre organisme et le professeur: 7 est membre du bureau
8 déplacement pour un travail de recherche; 9 autres

** 10 transport; 11 logement; 12 faux frais (repas, pourboires, etc.); 13 autres

tableau 14

INDEMNITÉ DE DÉMÉNAGEMENT : 1968-1969

institution	politique ou cas exceptionnels	conditions et obligation	coûts défrayés par l'indemnité et indemnité maximale	remarques
Acadia	politique	résidence à plus de 50 milles engagement à demeurer à l'université un certain nombre d'année(s) sinon remboursement au prorata	effets personnels, voyage du professeur et de sa famille aucun maximum	tous les professeurs
Alberta	politique	engagement à demeurer à l'université 2 ans sinon remboursement au prorata	effets personnels, séjour (max. 3 jours) voyage du professeur et de sa famille maximum: continent 1 mois de traitement outre-mer 2 mois de traitement	tous les professeurs
Bishop's	politique	résidence hors de la ville engagement à demeurer à l'université 2 ans sinon équivalent d'un remboursement au prorata	effets personnels: 100% outre-mer: effets personnels et voyage maximum de $ 1 000	tous les professeurs
Brandon	politique	engagement à demeurer à l'université 2 ans sinon remboursement au prorata	effets personnels maximum de $ 1 500	tous les professeurs
U. B. C.	politique	nil	effets personnels, entreposage, voyage du professeur et de sa famille; maximum varie selon l'état civil et le lieu de résidence: marié: outre-mer $ 1 500; plus de 1 000 milles $ 1 000; moins de 1 000 milles $ 500 célibataire: 500; 300; 100	titulaire, agrégé et adjoint
Brock	politique	engagement à demeurer à l'université 2 ans sinon remboursement au prorata résidence hors du pays	effets personnels, entreposage, séjour (max. 4 jours), voyage du professeur et de sa famille maximum de $ 2 000	tous les professeurs sauf chargé d'enseignement où seules les dépenses de voyage sont remboursées
Calgary	politique	engagement à demeurer à l'université 2 ans sinon remboursement au prorata	effets personnels, séjour (max. 3 jours), voyage du professeur et de sa famille maximum: outre-mer 2 mois de traitement continent 1 mois de traitement	tous les professeurs
Carleton	politique	nil	effets personnels, voyage du professeur et de sa famille maximum varie selon l'état civil, le nombre de dépendants et le lieu de résidence	tous les professeurs mais titulaire reçoit 35% de plus et l'agrégé, 25% de plus

tableau 14 (suite)

INDEMNITÉ DE DÉMÉNAGEMENT : 1968-1969

institution	politique ou cas exceptionnels	conditions et obligation	coûts défrayés par l'indemnité et indemnité maximale	remarques
Dalhousie	politique	résidence hors de la ville engagement à demeurer à l'université 2 ans sinon remboursement au prorata	effets personnels: 66 2/3 % et maximum de $ 1 000 voyage du professeur et de sa famille: 100% le maximum peut varier selon la distance	titulaire, agrégé adjoint
Guelph	politique	professeur dont le contrat est d'au moins un an si le professeur ne demeure pas à l'université une certaine période, l'université tentera de réclamer au prorata l'indemnité	effets personnels, voyage du professeur et de sa famille: 75% maximum $ 1 000	tous les professeurs
Lakehead	-	résidence hors de la ville	effets personnels, voyage du professeur et de sa famille maximum de $ 300-800	tous les professeurs
Laurentienne	politique	engagement à demeurer à l'université 3 ans sinon remboursement au prorata	effets personnels, séjour (max. 1 jour), voyage du professeur et de sa famille; maximum varie selon l'état civil et le lieu de résidence: célibataire: outre-mer $ 500, continent $ 500 marié: outre-mer 1 500, continent 1 000	tous les professeurs
Laval	politique	-	effets personnels: maximum de $ 400 voyage du professeur: 100% voyage du conjoint: 66 2/3 %	tous les professeurs
Lethbridge	politique	engagement à demeurer à l'université 2 ans sinon remboursement au prorata	effets personnels, séjour (max. 3 jours) voyage du professeur et de sa famille: 100% maximum: outre-mer 2 mois de traitement continent 1 mois de traitement	tous les professeurs
Loyola	politique	engagement à demeurer au collège 2 ans sinon remboursement de 100% si départ avant 1 an, et 50%, si avant 2 ans	maximum de $ 500	tous les professeurs
Manitoba	politique	engagement à demeurer à l'université 2 ans sinon l'université peut demander un remboursement au prorata aussi fonction des conditions de nomination	effets personnels, entreposage, séjour, voyage du professeur et de sa famille maximum de 1 mois de traitement outre-mer: "ad hoc" selon la condition de la famille et le rang du professeur	tous les professeurs

tableau 14 (suite)

INDEMNITÉ DE DÉMÉNAGEMENT : 1968-1969

institution	politique ou cas exceptionnels	conditions et obligation	coûts défrayés par l'indemnité et indemnité maximale	remarques
McGill	politique	résidence à plus de 100 milles de la ville	maximum varie selon la distance, l'état civil et le rang: outre-mer / plus de 1 000 milles / moins de 1 000 milles titulaire célibataire $ 500 / $ 500[1] / $ nil marié 1 500 / 1 000 / 500 agrégé célibataire 375 / 375[1] / nil marié 1 500 / 750 / 375 adjoint célibataire 300 / 300[1] / nil marié 900 / 600 / 300	titulaire, agrégé et adjoint
McMaster	politique	résidence hors de la ville engagement à demeurer à l'université durant une certaine période	effets personnels, entreposage: 1er $ 500 100% excédent 66 2/3 % voyage du professeur et de sa famille: 100%	tous les professeurs
Memorial	politique	résidence hors des environs de la ville engagement à demeurer à l'université 3 ans sinon remboursement au prorata	effets personnels, entreposage: 75% séjour (max. 1 semaine): 100% voyage du professeur et de sa famille: 100%	tous les professeurs
Moncton	exception	"ad hoc" généralement dans les disciplines où le recrutement est le plus difficile	généralement entre $ 500 et $ 1 000	tous les professeurs
Montréal	politique	professeur régulier à temps complet	effets personnels: 75% et maximum de $ 750 voyage du professeur, du conjoint et des enfants de moins de 21 ans: 100% et maximum de $ 750	tous les professeurs
Mt. Allison	politique	"ad hoc"	université détermine l'indemnité maximale après l'étude d'une estimation des coûts	tous les professeurs
U. N. B.	politique	engagement à demeurer à l'université 2 ans sinon remboursement de 50% de l'indemnité	effets personnels, entreposage, séjour, voyage du professeur et de sa famille maximum: outre-mer 2 mois de traitement continent 1 mois de traitement	tous les professeurs

[1] effets personnels seulement

tableau 14 (suite)

INDEMNITÉ DE DÉMÉNAGEMENT : 1968-1969

institution	politique ou cas exceptionnels	conditions et obligation	coûts défrayés par l'indemnité et indemnité maximale	remarques
Nova Scotia	politique	à la discrétion du President	décision du President: maximum de $ 1 000 décision du Board of Governors: maximum de plus de $ 1 000	titulaire, agrégé, adjoint
Ottawa	politique	résidence hors de la région métropolitaine engagement à demeurer à l'université 3 ans sinon remboursement au prorata	effets personnels, entreposage, séjour, voyage du professeur et de sa famille: 1er $ 500 100% $ 1 000 suivant 75% maximum de $ 1 250	tous les professeurs
Queen's	-	25 milles hors de la ville	effets personnels, voyage du professeur et de sa famille maximum entre $ 350 et $ 650 selon la distance	tous les professeurs
R. M. C.	exception	difficulté de recrutement dans certaines disciplines	effets personnels, entreposage, séjour (max. 21 jours), voyage du professeur et de sa famille: 100%	tous les professeurs
St. Dunstan's	politique	si le montant des coûts justifie une indemnisation	effets personnels, voyage du professeur et de sa famille: 50%	tous les professeurs
St. Francis X.	politique	aucune condition particulière	généralement: marié: effets personnels, voyage du professeur et de sa famille: entre 60 et 75% célibataire: aucune indemnisation s'il habite l'est du pays et que cet engagement constitue son premier emploi	tous les professeurs
St. Mary's	politique	si le montant des coûts justifie une indemnisation	effets personnels: pourcentage variable voyage du professeur et de sa famille: 100%	tous les professeurs
Sherbrooke	politique	aucune condition particulière	généralement: $ 100 plus $ 0.75 du mille du point d'origine à Sherbrooke	tous les professeurs
Simon Fraser	politique	résidence hors des densités de population de la Colombie-Britannique	effets personnels, entreposage, séjour, voyage du professeur et de sa famille maximum: Amérique du Nord 1 mois de traitement autres 2 mois de traitement	tous les professeurs
Sir G. Wms.	politique	résidence hors de la ville	effets personnels, voyage du professeur et de sa famille: 100% entreposage: "ad hoc" maximum de $ 2 000	tous les professeurs

tableau 14 (suite)

INDEMNITÉ DE DÉMÉNAGEMENT : 1968-1969

institution	politique ou cas exceptionnels	conditions et obligation	coûts défrayés par l'indemnité et indemnité maximale	remarques
Trent	politique	résidence hors de la ville	maximum varie entre $ 750 et $ 1 000	tous les professeurs
Victoria	politique	contrat d'au moins un an; remboursement de 50% si le professeur quitte l'université avant un an	effets personnels, voyage du professeur et de sa famille: 100% maximum: outre-mer 2 mois de traitement continent 1 mois de traitement	tous les professeurs
Waterloo	politique	résidence hors des environs engagement à demeurer à l'université 2 ans sinon remboursement au prorata	effets personnels: 66% et maximum de 8 000 livres voyage du professeur et de sa famille: 100% et maximum à la discrétion du doyen	titulaire, agrégé, adjoint
Waterloo Luth.	exception	résidence à plus de 300 milles	effets personnels: 75% et maximum variant entre $ 400 et $ 500	titulaire, agrégé, adjoint
Western	politique	résidence hors des environs	effets personnels: environ 75% voyage du professeur et de sa famille: 100% maximum varie selon la distance et l'état civil: marié entre $ 700 et $ 2 500 célibataire entre 350 et 1 250	tous les professeurs
Windsor	politique	engagement à demeurer à l'université 3 ans sinon remboursement au prorata	maximum: outre-mer; plus de 1 000 milles; moins de 1 000 milles titulaire marié $ 1 500 $ 1 100 $ 900 célibataire 1 300 1 000 800 agrégé marié 1 400 1 000 800 célibataire 1 200 900 700 adjoint marié 1 300 900 700 célibataire 1 100 800 600 chargé d'enseignement marié 1 200 800 600 célibataire 1 000 700 500	tous les professeurs
Winnipeg	politique	résidence à plus de 100 milles	variable selon la distance, l'état civil maximum (généralement) 1 mois de traitement	tous les professeurs
York	politique	engagement à demeurer à l'université 3 ans sinon remboursement au prorata	effets personnels: 100% et maximum de 7 000 livres voyage du professeur et de sa famille: 100%	tous les professeurs

tableau 15

PRÊT PERSONNEL OU GARANTIES D'UN PRÊT PERSONNEL : 1968-1969

institution	politique ou cas exceptionnels	prêt personnel ou garanties d'un prêt	conditions du prêt	remarques
Brandon	cas exceptionnels	garanties d'un prêt	12 mois recouvrement par retenue sur le traitement	urgence tous les professeurs
McGill	cas exceptionnels	prêt personnel	généralement 12 mois; intérêt de 7.5% recouvrement par retenue sur le traitement	urgence tous les professeurs
Memorial	politique	prêt personnel	recouvrement par retenue sur le traitement intérêt de 6%	tous les professeurs
Mt. Allison	cas exceptionnels	prêt personnel	recouvrement par retenue sur le traitement intérêt en vigueur à la banque	études et urgence tous les professeurs
St. Dunstan's	cas exceptionnels		"ad hoc"	"ad hoc"
Trent	politique	garanties d'un prêt	10 ans maximum de $ 10 000	achat d'une maison tous les professeurs
Victoria	cas exceptionnels	prêt personnel	$ 1 200 par année de congé 12 mois par année de congé et intérêt de 6% à maturité	congé sabbatique et études tous les professeurs
Windsor	politique	prêt personnel	maximum de $ 5 000; intérêt de 2% recouvrement par retenue sur le traitement	études et publication tous les professeurs
Winnipeg	politique	prêt personnel	12 mois; sans intérêt recouvrement par retenue sur le traitement	urgence tous les professeurs

tableau 16

PRÊT HYPOTHÉCAIRE : 1968-1969

institution	politique ou cas exceptionnels	genre d'hypothèque	montant maximal	intérêt et période de remboursement de l'hypothèque	remarques
Bishop's	politique	1re hypothèque	$ 15 000	environ 6 3/4 %; 20 ans	tous les professeurs
Carleton	politique	2e hypothèque	environ $ 7 500	le plus élevé: 8% ou l'intérêt de la première hypothèque	$ 35 000: coût maximal de la maison titulaire, agrégé, adjoint
Dalhousie	politique	1re hypothèque	$ 25 000	S.C.H.L.; 20 ans	permanence: titulaire, agrégé, adjoint
Laurentienne	politique	2e hypothèque	$ 5 000	intérêt en vigueur à la banque; 10 ans	-
Loyola	cas exceptionnels	1re hypothèque	"ad hoc"	-	tous les professeurs
McGill	politique	1re hypothèque	60-70% de la valeur marchande de la maison[1]	7½-8%[1]; 20 ans	tous les professeurs
Memorial	politique	2e hypothèque	$ 6 000	6%; 7 ans	tous les professeurs
Queen's	politique	2e hypothèque	100% du traitement, maximum de $ 10 000	7½%; 10 ans	tous les professeurs
St. Mary's	politique	2e hypothèque	10-20% de la valeur marchande de la maison selon le no d'années de service maximum $ 5 000	cours du marché; 5 ans	titulaire, agrégé, adjoint
York	politique	2e hypothèque	$ 10 000	10 ans	tous les professeurs

[1] personnel à temps complet: 70% de la valeur marchande de la maison et intérêt de 7½%
personnel à temps partiel: 60% de la valeur marchande de la maison et intérêt de 8%

S.C.H.L.: Société centrale d'hypothèques et de logement

NOTICE OF POSITIONS VACANT *

ANNONCE DES POSTES VACANTS *

BROCK UNIVERSITY. Department of Chemistry. Applications are invited for the following appointment in the Department of Chemistry : Assistant Professor of Organic Chemistry. This appointment begins July 1, 1969. Applications, with *curriculum vitæ* and names and addresses of referees, should be sent to Dr. E. A. Cherniak, Chairman, from whom information about the Department may be obtained. Brock University, St. Catharines, Ontario.

DALHOUSIE UNIVERSITY. Department of Theatre. Two additional faculty for September of 1969, each one to teach two courses and to take part in the Department's production programme in whatever capacities he prefers. The structure of courses within the programme is a flexible one, each individual course defining an area of study rather than following a prescribed syllabus. It is a principle of the Department that practical theatre work is intrinsic to the study of any aspect of theatre in all courses. Rank and salary for these positions are negotiable. Please send inquiries, applications, *curriculum vitæ*, and references to : Dr. Robert Merritt, Department of Theatre, Dalhousie University, Halifax, Nova Scotia, Canada.

UNIVERSITY OF LETHBRIDGE. Sociology. Vacancies on assistant professorship level; introduction, contemporary theory, methodology, and demography preferred, but flexibility according to specialization possible; Ph.D. required; experience desirable; high salaries, 9-hour teaching load, removal expenses and other fringe benefits. September, 1969. Write : Bernard J. Gorrow, Chairman, Department of Sociology and Anthropology, University of Lethbridge, Lethbridge, Alberta, Canada.

UNIVERSITY OF MANITOBA. Director, Computer Center — to direct the activities of a large computing system serving a university community and nearby government laboratories and other organizations.

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* Institutions are charged for announcements of *Positions Vacant* at the rate of 75¢ per line or fraction thereof, with a minimum of $3 per notice. Notices should be sent to the Editor, C.A.U.T. Bulletin, 233 Gilmour St., Suite 700, Ottawa 4, Ontario.

* Le taux de l'annonce des postes vacants est fixé à soixante-quinze cents par ligne ou fraction de ligne; le prix minimal est de trois dollars. Veuillez adresser toute annonce au directeur du *Bulletin de l'A.C.P.U.*, 233, rue Gilmour, bureau 700, Ottawa 4, Ontario.

Department of Computing Science. Professor and Head, to take the lead, as head of a new Department of Computing Science, in strengthening and expanding the academic work which consists currently of an M.Sc. programme, and a variety of undergraduate courses. Our computer operation to date, whilst extensive, has been a combination of computer center *cum* academic unit. As of 1 April 1969 the present operation is being divided into a Computer Center and a Department of Computing Science.

The *Center* will have an initial complement of about twenty-five, with most positions to be filled by persons now in the University's employ. The *Department* will require a Professor and Head and, initially, it will contain eleven persons on the teaching and research side. Eight of these are currently on staff. The University currently possesses an IBM 360/65 with various on-line satellites, an IBM 1620, a PDP-9 which provides an on-line connection from the University Cyclotron and a CDC 1700 from the Faculty of Medicine. The current minimum salary for a Professor is $16,500, but the salaries for these positions will be at whatever level is appropriate to the qualifications of the appointees. For additional information and application forms, please write *AIR MAIL* to the Vice-President (Academic), University of Manitoba, Winnipeg 19, Canada.

UNIVERSITÉ DE MONTRÉAL. Un poste est ouvert pour un *Éducateur sanitaire,* à la Faculté des Sciences de l'éducation. Le candidat devra : 1. Être détenteur d'un Doctorat (Dr.P.H.) Ph.D. ou ED.D.) de préférence d'une école de santé publique; une expérience professionnelle reconnue en éducation sanitaire pourrait être considérée comme équivalente. 2. Parler couramment le français; la connaissance de l'anglais est désirable. Le traitement sera déterminé d'après l'expérience du candidat. Engagement dès le 1er juin. Toute application devra être accompagnée d'un *curriculum vitæ* et d'au moins deux références. S'adresser à : M. Robert Tousignant, Département des Sciences pédagogiques, Université de Montréal, Montréal, Canada.

UNIVERSITY OF OTTAWA. Department of Mechanical Engineering. Positions available in Canada's capital in different fields of Mechanical Engineering. Ph.D. degree or outstanding professional qualifications required. Salary and rank dependent upon experience. Apply : Dr. Adolph Feingold, Chairman, Mechanical Engineering Department, University of Ottawa, Ottawa, Ontario.

SIMON FRASER UNIVERSITY. Department of Chemistry. The Department proposes to make an appointment in *Organic Chemistry.* Applications are invited from chemists in any field of organic chemistry, although preference may ultimately be given to those with interests in Biochemistry or Physical Organic Chemistry. The duties will consist of teaching at the undergraduate and graduate levels, and research, together with normal Departmental responsibilities. The Department intends to make the appointment at the Professor or Associate Professor level. Initial salary will depend on age and experience. Present floor salaries are : Associate Professor $11,700; Professor $15,800. The preferred starting date is September 1, 1969. Normal removal expenses to Vancouver will be covered by the University. The Department is well equipped with modern apparatus (including Cary 14, Cary 81, Beckman IR-12 and related spectrometers, Hitachi double-focussing mass spectrometer, pulse NMR, Varian A56/60 NMR, radiochemical facilities, etc.) and will move into new research laboratories in the Fall of 1969. Candidates should send *curriculum vitæ* and the names of three referees to Professor D. G. Tuck, Department of Chemistry, Simon Fraser University, Burnaby 2, B.C.

ERINDALE COLLEGE, UNIVERSITY OF TORONTO. Applications are invited for the position of *Assistant Registrar.* A university degree is required with preferably some experience in university administration and student counselling. Duties to commence on July 1, 1969. Apply in writing giving full qualifications and salary expected to Registrar's Office, Erindale College, University of Toronto.

WATERLOO LUTHERAN UNIVERSITY. Department of Sociology and Anthropology. Applications are invited for the position of Assistant or Associate Professor to teach undergraduate pass and honors courses in expanding department. Salaries and other benefits are competitive. Applications with *curriculum vitæ* and names of referees should be addressed to the Chairman, Dept. of Sociology and Anthropology, Waterloo Lutheran University, Waterloo, Ontario.

NOTICE OF PERSONS AVAILABLE FOR APPOINTMENT **

ANNONCE DES PROFESSEURS DISPONIBLES **

Box 1. Physical Metallurgist. Male, 42, Ph.D., 14 years' experience in R & D. Background : Annealing, Work-softening. Electrical properties of aluminum alloys, post-doctoral research in thermophysical properties of refractory metals at high temperatures. Desires teaching position. Résumé on request.

Box 11. History. Male, Canadian, with family. Field : Nineteenth century Britain, and also Europe. Ph.D. expected fall of '69. Desires position for coming fall.

Box 14. French. Lady teacher from Paris, 35 years of age, 2 Sorbonne degrees (licence ès lettres, diplôme des Hautes Études Internationales) 12 years' experience teaching in French lycées, English grammar schools, American colleges and universities. Have taught in Paris, London, U.S.A. (Charlottesville, New York, Chicago) — would like position in English-speaking college or university for summer or fall 1969.

Box 27. Crystallography. Italian National, Polyglot, seeks academic position in Crystallography. Six years' Assistant Professor in home country, plus five more of research experience in crystallography, with diffractometers and computers in Holland and U.S.A.; fellowships and publications. Interests : crystal structure determination of complex compounds or organometallics of transition metals; relationship between physical properties and crystal structure; Point Group theory. Available September, 1969.

Box 69. Applied & Experimental Physiology. Bachelor Surgery. Main experience, practice of medicine, government projects. Can teach

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** For fuller information write to the relevant Box No. at the C.A.U.T. National Office, 233 Gilmour St., Suite 700, Ottawa 4, Ontario.
Notices of person available for appointment are carried at $3 for 40 words and $4 for 50 words. Notices for insertion should be sent to the C.A.U.T. National Office.

** Toute demande de renseignement doit être adressée au numéro indiqué du casier, secrétariat de l'A.C.P.U., 233, rue Gilmour, bureau 700, Ottawa 4, Ontario.
Le taux de l'annonce est fixé à trois dollars pour quarante mots et quatre dollars pour cinquante mots. Les annonces doivent être envoyées au secrétariat de l'A.C.P.U.

animal, human physiology : muscle, nerve; cardiovascular, respiratory, central nervous systems; aero-space physiology. Would participate in research according to existing need.

Box 73. Plant Ecologist. Trained in Grazing Studies and Week Ecology, desires a teaching and/or research position. Completing Ph.D. in fall 1969.

Box 74. Plant Psysiology and Biochemistry. Ph.D. expected in 1969, male, 30, Canadian. Seeking a biology/plant physiology teaching and/or research position for July or September. Other interests : microbiology, genetics.

Box 88. Soil Science. Ph.D., male, 47, desires teaching or research position. Presently an Associate Professor in Egypt lecturing on Soil Chemistry, Soil Conservation and some topics in Soil Morphology and Classification. Publications.

Box 99. Human Relations, Community Studies. Summer, 1969, Ph.D., area of concentration inter-group relations and education and assimilation problems in minority groups. Master's in Education, Bachelor's in Economics, seeks university appointment education department or interdisciplinary social-psychological center. Experience anti-poverty work throughout United States and Latin America, some college teaching and action research. Presently consultant major education research institution. Married to McGill resident physician, 26 years of age.

Box 100. French. Tenured associate professor at Canadian university, male, French born, Canadian citizen, Licence ès Lettres (Sorbonne) and Cambridge M.A., second in department of 10, interested in equivalent position. Some teaching in Europe, 13 years' experience in Canadian universities. Main interests : stylistics, XIXth. century literature, poetry. Publications include two volumes of verse and some critical work. Would also consider devoting some time to administration in fairly small department.

Box 101. Zoologist. Male, Canadian, Ph.D., married, children. Physiology at organismic level, histology. Three years' teaching experience, five years' administrative experience in federal government. Wanted : teaching and research position at undergraduate or graduate level. Résumé and publications on request. Available September, 1969.

Box 102. Engineering. Canadian, male, 38, Ph.D. Mechanical Engineering. Desires appointment involving teaching and supervision of Graduate Research, teaching experience. Major field : Solid Mechanics; Minor fields : Fluid Mechanics, Nuclear Reactor Theory. Publications in Elasticity, Elastic Stability, Plasticity, Fluid Mechanics, Thermodynamics and Heat Transfer. Experience in Reactor Operations. Presently conducting research in Random Vibration of Mechanical Systems. Patents. References and résumé on request.

Box 103. French. Assistant professor, native speaker, bilingual. Licence ès lettres (Sorbonne), Capes (competitive exam above M.A.), good teaching experience (13 years in France, one in England, two in the U.S.A. as Fulbright teacher, two in Canadian university). Looking for position in undergraduate school for next fall.

Box 104. Mathematics. Male, 29 years, M.Sc. Agra University, India; M.Sc. (Mathematical Statistics) U. of Saskatchewan; Teaching : 3 years India, 2 years Ghana, one course for three years under Teaching Assistanship. Available Sept., 1969.

Box 105. Chemical Physics. Canadian, B.Sc., M.Sc., Ph.D., 6 years' research experience in EPR, optical and cryogenic techniques, desires teaching and research position at Canadian university. Fields of interest : Molecular structure, triplet states. *Vita,* publication list and references on request.

Box 106. Art History. Columbia University Ph.D. candidate in art history, with B.A. Swarthmore College, M.A. Columbia, seeks teaching position. Medievalist, also interested in modern art, Northern Renaissance painting, and history of the book. Slide curatorial and research experience. Male.

Box 107. Biochemist. Ph.D. extensive experience in nucleic acids and molecular biology desires teaching/research position.

In 10 seconds, describe the size, shape, color and structure of a specimen of rhodochrosite.

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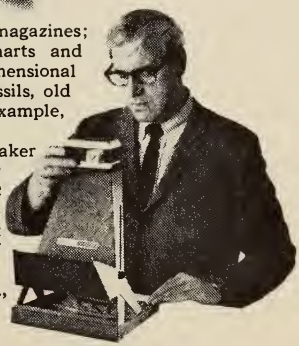

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